



The

# Union Mail

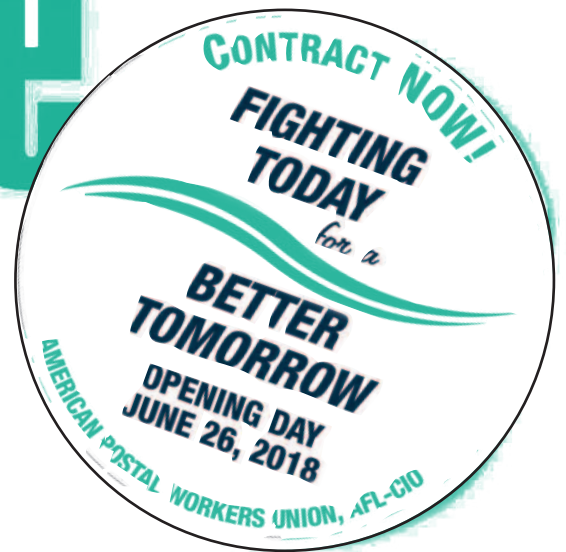
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Published by the NY Metro Area Postal Union

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

**CONTRACT NEGOTIATIONS BEGAN JUNE 26, 2018**

**I'm Sticking  
With the  
Union!**



***Show management we're sticking together!***

**See page 9**

# We can meet the challenge



**Jonathan Smith**

**N**egotiations for the contract between the APWU and the USPS start June 26. If you never got involved before, the time is now.

There has never been a more intense challenge to APWU's national negotiators than there is in 2018. It is no accident that President Trump's "Executive Task Force on the U.S. Postal System" and his attack on the rights and unions of federal workers coincide with the beginning of our contract negotiations. The current CBA is in effect until September 20, 2018; the Task Force report is timed to come out in August—at a critical point in the bargaining process.

It is no secret that Trump's ideas about the USPS come from the Heritage Foundation – a right-wing "think tank" that openly calls for postal privatization. They lie about a "tax-payer bailout," when the USPS doesn't use a dime of tax money. It's significant that the title of the task force ignores the word "Service" because its purpose is to evaluate the financial path of a business. The concept of public service is not there.

All that stands between the American people and the destruction of the public Postal Service is those of us who are organized into a Union that will fight. It is our obligation as members of the American Postal Workers Union to get the message out to the people. Public perception will be a critical factor in negotiations. Countless polls show

that the USPS is the most trusted government agency. It is the only viable network that provides universal and affordable communication.

In the current political climate, it's impossible to get a good contract without the participation of postal workers in the process. Your involvement can start simply – DON'T fill out the postal survey! There is NO requirement that workers fill out a form which can be distorted in management's interest at the bargaining table. You know they don't really care what we think! And Trump has already referred to previous surveys in his Executive Order, claiming that workers' morale is high.

The survey and the report will be framed to influence the opinion of the arbitrator who will decide our fate if we fail to get a negotiated contract. It is up to us to win the hearts and minds of the people who depend on the public Postal Service. Wherever you are this summer, share the importance of expanding what the USPS can offer (Postal Banking) – not destroying it to make profit for billionaires. NY Metro is developing Contract Action Teams with materials to give your families, friends, and neighbors. Please get in touch with your shop stewards or contact the union office for information.

Wearing a union sticker, union wrist band, union t-shirt every Thursday, is not hard to do. But it matters. To a supervisor or manager, a sea of union gear is a statement that we have a UNION and we stand behind our negotiators. The recent teachers' strikers used a solidarity color to show their strength.

The struggle will get sharper.

When the Task Force report comes out, when negotiations get heated, when our livelihood is threatened, we must be ready to rally, march, whatever it takes. Going to the ballot box for midterm elections will also send a message that we care about our jobs, a public postal service and our country!

August will also bring together the highest body of our democratic union, the National Convention. Bring your resolutions, ideas, and concerns to your union leadership, so the thousands of APWU delegates are real representatives of the members' concerns!

These are challenging times, but we are ready to meet the challenge. Together, we can move mountains. I have complete confidence that NY Metro Area Postal Union members will stand strong and TOGETHER! ☑

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# Just say “I want a steward!”

*I thought it was important to reprint this article because I am still hearing employees say, “I wasn’t aware that I could request a steward from management and they had to provide me with one”. Please print and share with each other. – TF*

By Tiffany Foster, Executive Vice-President



**Tiffany Foster**

**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 or section. 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 Interpretation Manual

(JCIM), and checking out the manuals and regulations that apply. All this and 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. ☐

# Trump attacks federal workers: Unions fight back!

By Chuck Zlatkin, Director of Communications

**P**resident Donald J. Trump signed three Executive Orders on May 25, 2018, that make it abundantly clear that federal workers and the unions that represent them are his targets for destruction.

There is a positive aspect to the outright attacks: the federal unions are standing up and fighting back. As reported by the NH Labor News on June 13: “WASHINGTON—A coalition of 13 unions, the Federal Workers Alliance (FWA), representing 300,000 federal workers employed in hundreds of occupations ranging from teachers in Department of Defense Dependent Schools, to Immigration Judges, to NASA rocket scientists, to welders at naval shipyards sued the Trump administration today for violating the rights of government workers to be represented by unions in their workplaces. The suit was filed in the U.S. District Court of the District of Columbia.”

Earlier, on May 30, the American Federation of Government Employees (AFGE) and the National Treasury Employees Union (NTEU) sued the Trump Administration, alleging arguing that the Executive Order limiting the use of official time by unions overstepped the authority of the Presidency and violated the right to freedom of association guaranteed by the First Amendment.

While these three Executive Orders don't directly impact postal workers, it would be foolish not to see that they are aimed at us as well. With negoti-

ations underway between APWU and the Postal Service for a new Collective Bargaining Agreement; with Trump's “Task Force on the Postal System” speeding to a conclusion; and with pending lawsuits and arbitrations, implementation of these attacks on postal workers and the unions that represent them is clearly Trump's goal.

We need to understand what is at stake here. Elements of the three orders are quite clear:

■ **Executive Order 13836** ignores the law and usurps the legislative authority from Congress. It stops union representatives from the use of official time to “prepare or pursue grievances (including the arbitration of grievances brought against an agency).” Since employees can file on their own behalf, this is a direct attack on the right to collectively bargain.

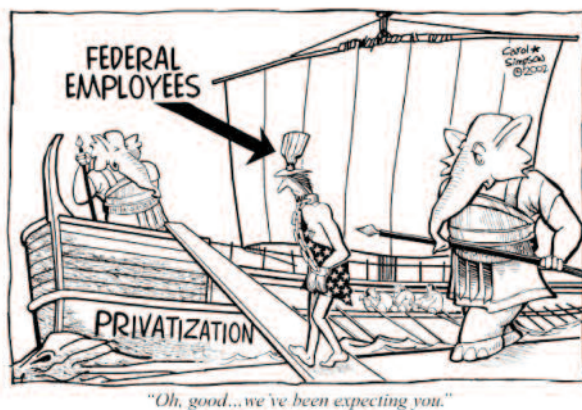
■ **Executive Order 1387**, concerning due process rights, violates rules related to collective bargaining delegated to Federal Labor Relations Authority, not the President.

■ **Executive Order 13839** exceeds Presidential authority when dealing

with merit principles, by trying to exclude matters (such as removals based on misconduct) from the negotiated grievance procedure. This interferes with rights granted to Congress, to unions, and to federal agencies. Those are the bodies entrusted to decide which matters are and are not subject to the negotiated grievance procedure, not the President.

“This President seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights,” AFGE National President J. David Cox, Sr. said. “This is a democracy, not a dictatorship. No President should be able to undo a law he doesn't like through administrative fiat.” Cox added, “This is President Trump taking retribution on an apolitical civil-service workforce. He believes many civil servants supported his opponent in the last election and this is his retribution: to go after those employees, to undermine their collective-bargaining agreements.” Cox concluded that this “an attempt to make Federal employees ‘at will’ employees so they can be made political employees so you can hire whoever voted for you and had a bumper sticker in the last election.”

Unions' Organized labor's unified fight-back against this attack is essential. We need to support unions during these perilous times, even if the direct threat to us isn't imminent. We must remember that **an injury to one is an injury to all!** ☐



# Postal Banking Information Session

By Chuck Zlatkin, Director of Communications

The abandonment of certain communities by big commercial banks and the practices of the so-called alternative financial institutions that fill the void, have led to the financial exploitation of entire communities throughout the nation. This can and must be changed. Postal banking is a solution that makes sense to many people as the remedy. To accomplish this, pressure must be put on Postmaster General Megan Brennan to implement expanded financial services in post offices now!

New York Metro Area Postal Union (NYMAPU) and the APWU

presentations by Alexis Iwanisziw of the New Economy Project, Katherine Isaac from the CPB and Jonathan Smith, President of NYMAPU.

The Information Session was in support of the current petition campaign: "Make Postal Banking in the Bronx a Reality Now!" Thousands of petition signatures have been collected calling on the Postal Service to take immediate action to provide affordable financial services. In conjunction with the campaign, Congressman Serrano has been reaching out to fellow elected officials for their support.

Ramon Cabral began the program by explaining why it was important to have elected officials join this fight. While there is no push for legislation at this point, elected officials can have great influence on the PMG and can mobilize forces within their

communities to join the campaign. There are four members of the Bronx congressional delegation: Serrano, Espaillat, Crowley and Engel along with State Senators, Assembly members and City Council members who represent communities in the Bronx. Postal banking will have a direct positive impact on their constituents.

Alexis Iwanisziw, Deputy Director of the New Economy Project, gave a presentation utilizing maps of Bronx communities to show both the absence of banks and the

overwhelming presence of check cashing sites, pawn shops and other predatory businesses in communities of color.

Katherine Isaac of the Campaign for Postal Banking gave a step by step presentation of why Postal Banking is win-win for the people of the Bronx, by



Photos by Nora Taggart

## President Smith

describing the need for financial relief in underbanked communities and why the public Postal Service makes sense as the vehicle to deliver these needed services. She called on everyone to participate in the campaign. When we reach 10,000 petition signatures, there will be a presentation event at the Bronx Postmaster's office.

The program concluded with President Jonathan Smith giving a rousing talk on why the USPS should be giving the people of the Bronx the service that they need including postal banking. He reminded everyone that staffing at post offices is determined by postal management and it that same management that is mandated by law to provide services to the public. He is confident that with our efforts, postal banking will become a reality nationwide, and that one day we can take pride that it began in the Bronx. ☑



Information Session Participants\* (see below)

are actively working with the Campaign for Postal Banking to push for postal banking in the Bronx. Allies are joining the campaign and actions are taking place. On June 4, 2018, along with the Campaign for Postal Banking (CPB) and APWU, Congressman Jose E. Serrano of the Bronx co-sponsored an Information Session on Postal Banking for elected officials, community groups, and unions. The program was facilitated by Ramon Cabral, the Deputy District Director for the Congressman, and featured

\*From left to right: Pedro A. Cardi, VP, LCLLA; Jonathan Smith, President, NYMAPU; Anthony R. Jordan, District Director, Congressman Serrano; Katherine Isaac, Campaign for Postal Banking; Thomas Messina, District Representative, Congressman Crowley; Chuck Zlatkin, Communications Director NYMAPU; Ramon Cabral, Deputy District Director, Congressman Serrano

# Arbitrator DeMarco slams the door on NY District management

On April 9, 2018, yet another case on an improper reversion in the NY District was heard at arbitration. This grievance was filed over a year ago by Steward Debbie Bethea at Church Street Station and addressed the same violations that the Union has cited in over 20 winning arbitrations.

NBA Pete Coradi asked Arbitrator Joseph A. DeMarco to rule on “collateral estoppel and/or issue preclusion” – arguing that this same matter had been adjudicated multiple times, with each of seven arbitrators agreeing with the NYMAPU position. Management has not prevailed once.

Moreover, on November 29, 2017, the USPS labor representative in the NY District entered into a

precedent-setting and citable Consent Agreement on what constitutes an improper reversion and the remedy. Before Arbitrator DeMarco, management tried to weasel out of the settlement by claiming that it somehow violated the National Agreement.

This Arbitrator points out the weaknesses of the USPS argument and quotes a seminal award by National Arbitrator Snow that: *“The binding nature of a settlement obligates each party to carry out its undertaking in good faith.”* Therefore, Arbitrator DeMarco ruled that “the terms should be applied to all pending and future grievances involving clerk craft reversions provided that the relevant facts in these grievances are comparable to the

above-mentioned Consent Award of Arbitrator Peckers.” ☐

## TRAINING TO BEAT REVERSIONS

NY Metro Area Postal Union is leading the country with successful grievances against reversions of Clerk jobs. As we go to press, the score is 22-0 wins against management. On June 4-5, 2018, a selected group of Clerk Craft stewards received 16 hours of training from National Business Agent Pete Coradi, assisted by NYMAPU Executive Director Tiffany Foster. Tiffany has been the prime mover on NY’s cases. Now more of us will be able to take this on. ☐

# Fighting for our jobs matters!

By Kay-Ann Walker

Yes my job was being abolished, along with some excessing of other clerks in my station (Woodlawn). It was going to affect all of us. Management was never forthcoming to us about the depth of their intentions, instead smiled and went on with business as usual.

After I found out, Tiffany and I went to confront management—at that time it was

Mrs. Harrison Banks (now the Labor step 2 designee for the Bronx)

and she said she had just found out about it and couldn't do anything about it. Never mind that she still had not told any of us the truth as she knew it. I was truly shocked. I thought she was different but I was taught a valuable lesson that no matter how you dress up the opposition, that's what they are.

I knew I never wanted to be that uninformed, that underestimated, that blind-sided, again. I became a Shop Steward because I wanted to



**Kay-Ann Walker** educate, protect and, fight for our members Until I went to the two-day training on reversion grievances, I didn't realize how much time and effort the union put into saving our jobs! I'm learning more every day and will continue to fight. ☐

# YES! Arbitrator Davis slams the door on endless reversion case

By Flo Summergrad

**C**ongratulations to NBA Pete Coradi, President Jonathan Smith, and Executive Vice-President Tiffany Foster for a tremendous victory using the doctrine of collateral estoppel. The Latin words “collateral estoppel” sounds mysterious, but actually, it’s quite simple. It’s a legal term that means that once an issue is conclusively settled, it cannot be relitigated in subsequent proceedings involving the same parties. *It’s done!*

In this particular case, the interpretation of Article 37.3A1, the APWU advocate, NBA Pete Coradi, argued that “The parties entered into an agreement, the intent of which was to put a particular issue to rest. That was the clear intent of the parties.” The dispute arose when postal management determined staffing through a tool they called, “Dashboard Complement Job Bd Management” which was based on a standard called “earned hours.” This was the basis used to revert (eliminate) clerk jobs.

In the NY District, the NY Metro Local filed grievance after grievance, challenging reversions based on “earned hours,” because the term does not exist in the contract. We won arbitration after arbitration, but management continued the improper reversions.

On October 2, 2017, an award from Arbitrator Pecklers severely criticized NY District management “for improperly reverting the Canal Street Station duty assignment.” He contrasted what he called “the legal fiction” of “earned hours” with the contractual standard of “all available

work hours in accordance with Article 37.3A1 as being in tandem with 37.3A2 when there is a vacant duty assignment.”

Shortly thereafter, the exact same issue, with the same improper arguments from management, was again brought to arbitration before the same arbitrator. On November 29, 2017, “the parties entered into a Consent Award and a precedent setting settlement which was attached by Arbitrator Pecklers “

The Union’s argument quoted that “This settlement is precedent setting in the USPS NY District and is citable.” Pete Coradi argued that this meant that “Every pending case on this issue must be settled as in the Settlement/Consent Award.” He called on Arbitrator Wellington J. Davis, Jr. to apply the “Doctrine of Collateral Estoppel. Which has been supported by the courts.”

Despite postal management’s convoluted contentions to the contrary, Arbitrator Davis ruled that the door is closed on this issue. He wrote that the Union “Advocate presented a meticulous case in support of the contention that collateral estoppel is applicable in the instant grievance.”

In real terms this meant that (1) the reverted positions must be posted for bid with the exact hours and rest days they had when vacated; and (2) the successful bidder will receive out of schedule pay. Most important, ALL the reversion grievances still in the system must be resolved accordingly and management may not continue its procession of cases with the same argu-

ment that has already been ruled on and resolved. ☑

## SOLIDARITY MESSAGE FROM APWU NBA PETE CORADI

**W**orking with the Officers, Stewards and Members of NY Metro has been a pleasure and we look forward to a strong continuing relationship. Our work together has produced tremendous results. Your Local has demonstrated true leadership and has been at the forefront of a number of key issues, to include but not limited to:

- The first successful MDAT arbitration award in the country.
- The second successful MDAT arbitration award in the country.
- More favorable MDAT arbitration awards than any local in the country.
- The first arbitration award in the country where an arbitrator ruled that discipline could not be carried over to career appointment for newly converted PSEs.
- The first arbitration award in the country where an Arbitrator found that DISTRICT level management violated numerous contractual provisions when reverting clerk duty assignments and utilizing the legal fiction earned standard.
- The first of its kind precedent setting, citable settlement/consent award on the subject matter, and reinforced by a collateral estoppel arbitration award.
- The first arbitration award in the country where a regional arbitrator ruled assigning injured workers to the clerk craft violated the DOJ ruling/filling residual vacancy MOU/and national Goldberg award.
- And last but certainly not least, 700 clerks prevented from being excessed since the June 7, 2017.

A true team effort that everyone should be proud of and provides a clear and convincing answer when someone asks, “what does the union do for me?” ☑

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# Arbitration win: Management disrespect violated Article 15

By Flo Summergrad



**DVD steward Gynteen Cuthbert**

**C**ongratulations to DVD Shop Steward Gynteen Cuthbert for not being intimidated or provoked by management! By standing firm, she was able to achieve an important victory.

If you've ever been disrespected by your boss, the decision by Arbitrator Joseph A. Harris on a removal at DVD is very satisfying. Motor

Vehicle NBA LaCapria successfully argued that management's disrespect was a fatal procedural violation preventing due process for the grievant. TTO Jose Crespo was awarded his job with full back pay and benefits.

Last July, Steward Gynteen Cuthbert was assigned to handle Mr. Crespo's case. Because it was a removal and another craft, it was a big challenge and she worked hard to prepare. Although management denied information, changed supervisors, and didn't hold a Step 1, Ms. Cuthbert prepared a strong case to present at Step 2, with the assistance of experienced union sisters Melissa Wimberley-Jones, Kelly Wilder and Diane Benders,

But Labor Relations Specialist Vince Solimine unilaterally interrupt-

ed the Step 2 meeting and ordered Steward Cuthbert to "get the grievant's f---ing ass out of [my] building and out of [my] office!" She did leave, but made this part of the grievance.

In his ruling, Arbitrator Harris said that heated argument between the parties during a grievance is one thing; abuse is another. Mr. Solimine's behavior was "antithetical to good faith bargaining (the essence of Article 15)." "The verbal assault and disrespect directed at the Grievant and, by extension, to the Union representative and the Union itself during the Step 2, is unacceptable and must be taken seriously in order to protect the dignity of the grievance process, as well as the safety of its participants." ☒

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## August 30: Rally for Justice

By Bill Bachmann

**O**n August 30, a Philadelphia judge will rule on vacating failed appeal attempts so a new appeal can go forward. The petition argues that State Supreme Court Justice Ronald Castille denied an appeal in a case that he himself had prosecuted. This obvious conflict of interest violates the law.

Mumia's lawyers argue that this is a continuation of the blatant violation of due process that tainted the 1982 trial which ended in a hasty conviction and death sentence. The

judge (Fraternal Order of Police "Man of the Year") vowed to "help them fry the nigger." He accomplished this by seating an openly biased all-white jury, admitting questionable forensics, and excluding defense evidence.

Mumia Abu-Jamal was condemned for his race and politics, not the evidence. A former Black Panther and President of the Black Journalists Association, Mumia was known as the 'Voice of the Voiceless' for his exposure of racism, corrup-

tion and police terrorism in Philadelphia. For 36 years (29 on Death Row), he has been denied a chance to establish guilt or innocence in a fair trial.

Unions support due process and justice. Along with organizations here and internationally, NYMAPU and APWU have passed resolutions calling for a new trial. **Justice for Mumia is justice for all.**

Be in Philadelphia August 30th to support justice! Call 212 330-8029 for information and transportation. ☒



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# Our *SOLIDARITY* “gets in their heads”

**O**n June 26, 2018, negotiations between APWU and the USPS begin. The Contract–Collective Bargaining Agreement (CBA)—determines wages, hours, benefits, and working conditions. Changes will affect our lives in the real world.

Our national officers have spent months preparing for this battle. Our last National Convention (the Union’s highest body) has told them what workers in all APWU crafts

want. They’ll be fighting for us. Our team is ready and raring to go!

How do we “get into the heads” of *their* team—management’s negotiators? How do we use the power of the over 200,000 APWU-represented workers to raise the pressure?

Local management sends reports up to Headquarters. “The workers are apathetic.” “They don’t care about the contract.” “They’re fighting with each other.” OR: “The workers are all wearing Union stick-

ers!” “They’re all in Union gear every Thursday!” “The bulletin boards are full of Contract information!” “They are all sticking together!” “They’re filing Class Grievances!” “They’re writing Statement!”

Union solidarity sends a buzz to Washington. It pumps up our representatives and frightens theirs.

Let’s do it! From June 26th until we have a good contract, let’s show them we stand TOGETHER! ☑

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## From APWU: 6 Ways to Mobilize

- 1** Wear your Union gear EVERY Thursday!
- 2** Wear your sticker on Opening Day, June 26, and throughout negotiations
- 3** Join AP)WU Town Hall calls
- 4** Send in Pictures of you and your Co-workers in Union gear
- 5** Send in a video with your story to Tell the PMG
- 6** Host parties for the Opening Day Rally and Town Hall calls

*\*updated for July, August, September The Union Mail by NYMAPU*

# Happy 243rd Birthday USPS

On July 26, 1775, members of the Second Continental Congress established the U.S. postal system. During the early colonial times mail was typically left at inns and taverns and could take months to get to its destination. The Founding Fathers knew that a well-informed and well-educated citizenry was essential for their new government to succeed. That's why they advocated for reduced rates or even free distribution of newspapers. This enabled Americans to stay informed about political issues.

Fast forward to 2018, the United States Postal Service continues to sustain the social fabric of this country. More than 240 years after Benjamin Franklin became the first Postmaster General, the Postal Service remains a very relevant and necessary provider of communications to this nation for the people The US Postal Service:

- receives ZERO tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations.
- is the second largest civilian employer in the country with over 700,000 workers.
- is the largest employer of veterans.
- is the backbone of a \$1.4 trillion-dollar mail industry that employs 7.5 million people.
- processes and delivers 47 percent of the world's mail.
- has more than 230,000 vehicles, one of the largest civilian fleets in the world.
- has the nation's largest retail network—bigger than McDonald's,

Starbucks and Walmart combined.

- has nearly 42,000 ZIP Codes in the country.
- moves mail by feet, planes, hovercraft, trains, trucks, cars, boats, ferries, helicopters, subways, bicycles and even mules!
- holds the largest one-day food drive in the country. Almost 1.6 billion pounds of food have been collected and donated since the campaign began in 1993.
- would rank 37th in the 2017 Fortune 500 if it were a private company.
- The largest U.S. Postal Service retail space is the James A. Farley Post Office in New York, NY, at 393,000 square feet.
- The smallest Post Office is located in Ochopee, FL, at 61.3 square feet.
- The ZIP Code with the most possible street deliveries is Cathedral Station, NY's 10025—with 45,742.
- The easiest to remember ZIP Code is 12345, a unique ZIP Code for General Electric in Schenectady, NY.
- And most importantly, the United States Postal Service serves 150 million households and businesses each day, providing affordable, universal mail service to all including rich and poor, rural and urban, without regard to age, nationality, race or gender. It belongs to “We, the People.” It truly is a National Treasure.

So, on July 26th, don't forget to celebrate Postal Heritage Day with postal pride! 🇺🇸

### 13 FEDERAL EMPLOYEE UNIONS SUE TRUMP ADMINISTRATOR

A group of 13 federal employee unions jointly sued the Trump administration seeking to strike

down all three of the executive orders signed by President Trump last



month. Those orders aim to make it easier to fire federal workers, limit collective bargaining negotiations, and limit the time union employees can spend on official time, a practice where agencies compensate employees for their time spent on representational matters.

The unions say that the executive orders are an effort to end collective bargaining for federal employees altogether and make it all but impossible to provide representation to workers that unions are required by law to provide.

### UPS WORKERS VOTE TO STRIKE

Over 90% of United Parcel Service (UPS) workers have given their union the go-ahead to call a strike if UPS does not agree to an acceptable contract by July 31 when the current contract expires. The issues at the negotiating table include the poverty level pay for part-time workers; healthcare and pensions; subcontracting union work to non-union contractors—(especially “feeder work”—or over-the-road work between hubs); and UPS's demands for drivers to work a 70-hour week. 🇺🇸

## CALENDAR

As per the NYMAPU Constitution:

### NO MEETINGS JULY or AUGUST

*Have a great summer!*

### Wednesday, September 19

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)*

You've probably noticed, we've retired our long-standing *The Union Mail* orange, and will have more surprises in the coming issues. We hope you like the change.

—Editor

**APWU LOCAL 10 BLDG. CORP** Data for May and June will be in the next issue of *The Union Mail*.

Steve Raymer, the National Maintenance Craft Director since 2001, passed away suddenly on June 16th. He will be deeply missed. ☹️



**The Raymers at a demo during the Chicago APWU Convention**

## *In Memoriam ~*

# APWU President Emeritus William Burrus



**W**illiam ("Bill")

Burrus passed away on May 19, 2018, at the age of 81, after a life dedicated to improving the conditions of

postal workers. From birth through college, he was a product of West Virginia, leaving in 1954 to join the U.S. Army. In 1958, he began working in the Cleveland Post Office, first as a Distribution Clerk, then in Maintenance.

Bill Burrus showed his courage and leadership in the Great Postal Strike of 1970 that led to the Postal Reorganization Act and the establishment of the U.S. Postal Service. He was Cleveland Local President from 1974–1980, becoming national APWU Executive Vice-President in

1980. After 21 years in that position, he became APWU President in 2001—the first African American elected to national Union Presidency by the grassroots membership—and was re-elected until his retirement in 2010.

During his time as a national officer, William Burrus was highly respected by both labor and management. He was known as a skilled negotiator, an incisive chairperson, and a strong advocate. Twelve years as a postal worker when pay and benefits were at the whim of Congress, gave Bill Burrus a deep appreciation of collective bargaining – a right only won through the powerful illegal strike that crippled the U.S. Mail and resulted in our first Collective Bargaining Agreement (CBA). William Burrus cherished the CBA, led contract negotiations, and helped produce the first Joint Contract Interpretation Manual

(JCIM).

President Burrus always looked sharp and carried himself with pride, forcing management to respect the American Postal Workers Union. Over decades, his deep understanding of postal issues and concern for the members led to numerous arbitration victories and Memoranda of Understanding that enhanced workers' benefits, rights, and safety.

Even after retirement, William Burrus never lost his concern for the APWU and future of the Postal Service. He was outspoken in criticizing the direction of the 2010 CBA, feeling it weakened labor rights for which he had fought. He developed a blog and put energy into getting his ideas out to get the APWU on the right path. The title "President Emeritus" honors his distinguished service. ☹️



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## HAVE YOUR VOICE HEARD!

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*Do you want: **A** The Picnic, or **B** A year-long Members' Appreciation Campaign?  
**Vote NOW.***

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You know what the Picnic has been over the years, an enjoyable one-day event with a ticket price of \$30, while the Members' Appreciation Campaign will have you receiving union gear throughout the year for free. It's your time to vote.

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**Vote for (1) only:**  **A** *The Picnic*  **B** *Union Gear (Members' Appreciation Campaign)*

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**Mail** your choice to NY Metro Area Postal Union, 350 W. 31st St, NY, NY 10001 **OR**

**Email** to [prezjon@nymetro.org](mailto:prezjon@nymetro.org) Include your NAME, STATION, CRAFT, P/L and T-shirt size. Have a way that we can reach you by cell number, email address, or landline.

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CELL PHONE, EMAIL ADDRESS, OR LANDLINE: \_\_\_\_\_

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**Deadline: Your votes must be received by July 25, 2018**