



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.

## February: Celebrating Black Heritage



**SETTING THE RECORD STRAIGHT**



# My people perish for lack of knowledge!

Part One of a Three Part Series



**Jonathan Smith** will be using the next few editions of the Union Mail to try to educate the NY Metro membership about what the Contract requires, as opposed to the false ideology, based on mostly hearsay and the membership's refusal to open the Contract, and confirm the true from the false.

This is a paraphrase from one of my favorite Bible verses. I just cannot keep this thought out of my head and as I received call after call from Metro membership saying management was violating their rights or there must be something in the Contract that can help me get what I want. Suddenly, a bell went off in my head, my members are suffering from a lack of knowledge.

**Lesson #1:**

The union's job is to enforce the Contract, not to take on the impossible task of getting every member what they want. The Contract is written to ensure that it is applied reasonably and consistently and is equitably enforced. This is why we fight for as many duty assignments to be senior qualified and not best qualified. Imagine if management was allowed to pick who got converted to full time regular status. Imagine the union membership looking like a management team where they constantly practice nepotism, hiring their relatives to take EAS positions that they know are not qualified for. Seniority means you paid your dues and earned the right to have the better bid duty assignments.

**Lesson #2:**

Article 15 in the Contract requires management to issue discipline to the employee. There is nothing in the Contract that requires management to supply the union with a copy of the discipline. The Contract requires that if the employee feels aggrieved then they must discuss the issue with their immediate supervisor. If the grievant wants to grieve management's action, the grievant must tell their immediate supervisor they want a shop steward. It is then management's responsibility to provide the grievant their certified shop steward that represents their specific work location. The truth of the Contract is that the union is invited to the grievance process by the grievant not by management.

**Lesson #3:**

The Contract does not give the members/employees the right to pick which shop steward will represent them, no more than the employee has the right to choose which supervisor for whom they will work. Shop stewards are elected from amongst their peers. If you don't like your union representative, then vote them out when election time comes around or step up to the plate and become a shop steward yourself. Most will not, because all they care about is themselves or they just want to complain because that is something they believe they are good at. Why don't they try a better strategy, give management hell, and give your union representative a break?

Being a shop steward is the hardest job in the post office.

Did you know that if I circumvented your shop steward's elected authority based on a person's feeling, I would be violating the NY Metro

Constitution and the law. I have a right to assign another steward to a case based on evidence that the steward cannot represent a grievant without prejudice. A person's feelings do not meet the standard required by law to circumvent a steward's contractual authority.

Let me also be clear, your steward is expected to do their job of representing you to the best of their ability. They are expected to be professional and enforce the requirements of the contract without prejudice or bias. I teach the stewards to see contract and never see people. Because when you see people, you start using words like right and fair, when the contract is written to be equal and just.

To be continued..... ☰

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## LEGISLATIVE AND POLITICAL REPORT:

# Stop the Bombs! Cease Fire Now

By Chuck Zlatkin, Legislative and Political Director

On December 21, 2023, I had the privilege to represent APWU national at a Rally of Workers Demanding Peace and Justice for Palestine: Stop the Bombs! Cease Fire Now! which was held outside the main New York Public Library, on 5th Avenue and 42nd Street. I told the crowd of 1,000 that, "The APWU AND THE NEW YORK METRO AREA POSTAL UNION are proud to stand with other unions in calling out for an immediate ceasefire, the release of hostages and urgently needed humanitarian aid to the people of Gaza. As unions we have enormous power and need to show it by defending working people all around the world." The APWU's endorsement of the event was featured prominently in news coverage.



Chuck Zlatkin, Legislative and Political Director, speaking at the rally. Photo taken by Bernadette Evangelist.

### Postal Service Refuses to Respond Re-Delivering for American Impact

Steve Hutkins of SaveThePostOffice.com reported on January 4, 2024

that the Postal Service has refused to respond to major inquiries about the Delivering for America – 10-year plan. The Postal Regulatory Commission made an information request for data about the routes and costs for transportation between postal facilities, as well as more information about what happens to post offices that see their letter carriers consolidated to a Sorting & Delivery Center. The Postal Services response what the request was "outside the statutory authority of the Commission." Instead of supplying the information the Postal Service told the PRC withdraw its request.

The Postal Regulatory Commission is an independent agency that has had regulatory oversight over the Postal Service since its creation by the Postal Reorganization Act of 1970. Its duties were expanded under the Postal Accountability and Enhancement Act of 2006. The Commission is "composed of five Commissioners, each of whom is appointed by the President, by and with the advice and consent of the Senate, for a term of 6 years. A Commissioner may continue to serve after the expiration of his or her term for up to 1 year or until a successor is confirmed."

Hutkins said that, "This lack of transparency is becoming a central feature of DeJoy's tenure as Postmaster General. The Postal Service apparently prefers to tell the story of its massive network transformation through clever television spots." On December 5, 2023 Gary Peters, Chairman of the Homeland Security and Government Affairs Committee sent a letter to DeJoy demanding more transparency on the impact of the DFA on employees, customers and the overall performance of the Postal

Service. Peters said, "I urge the Postal Service to fully study the impacts of its plans, provide transparency, and comply with oversight from the Postal Regulatory Commission (PRC) and USPS Office of Inspector General (OIG). In line with the Postal Service's mission of reliably serving every community, it is essential to ensure full transparency about these plans and ensure any changes will not adversely impact service."

The public and those who do business with the Postal Service are not getting necessary information from the Postal Service They are all suffering as they are not getting the story about what is coming next. Those who attend public meetings that the USPS is required to hold when plants are going to be consolidated, are not getting questions answered by USPS representatives as was detailed in the last issue of *The Union Mail*.

### Trust DeJoy's Words?

Prior to the peak season Postmaster General and CEO Louis DeJoy showed real confidence that the "Postal Service was ready to handle any peak season volume in a superior and routine manner." Unfortunately, the reality was somewhat different. The USPS had to admit that operational disruptions hurt its performance during peak season. The Postal Service said that the bankruptcy of a supplier forced it to insource several Surface Transfer Centers which are contracted facilities. It was also set back by the need to close an important processing facility in St. Louis due to a mercury leak which contaminated the facility.

The Postal Service will need to do much better to meet the promises that DeJoy made in his 10-year plan. ☰



PART 1 OF 2

# The Ongoing Saga of Postmaster General Louis DeJoy

By Chuck Zlatkin, Legislative and Political Director

It has been almost four years since Louis DeJoy became the 75th Postmaster General of the United States. The Trump ally and fundraiser was unanimously appointed by the Postal Board of Governors. DeJoy stated, “I look forward to working with the supporters of the Postal Service in Congress and the Administration to ensure the Postal Service remains an integral part of the United States government,” DeJoy continued, adding that “I commit myself to upholding the Postal Service’s cherished role in our nation.” At the swearing in ceremony, President Trump said that the “Postal Service was a joke,” and it needed to raise prices.

DeJoy had donated \$1.2 million since 2016 to President Trump’s campaign and almost \$1.3 million to the Republican Party and entertained Trump at a 2017 fundraiser at this home in North Carolina. In the official press release on his appointment, DeJoy said the following, “Having worked closely with the Postal Service for many years, I have a great appreciation for this institution and the dedicated workers who faithfully execute its mission. I look forward to working with the supporters of the Postal Service in Congress and the Administration to ensure the Postal Service remains an integral part of the United States government. Postal workers are the heart and soul of this institution, and I will be honored to work alongside them and their unions. It will be an incredible honor to serve as Postmaster General.”

DeJoy received immediate criticism for the first changes he proposed for the Postal Service. His plans for consolidation of services which included some delays in mail delivery and other cuts were extremely unpopular with postal workers and the public. The complaints continued into the Biden administration growing into calls for DeJoy to be removed from his position. He wasn’t helped by charges of financial conflicts of interest either.

How could DeJoy not be suspect with investments in USPS competitors totaling between \$30 and \$75.8 million. DeJoy had financial interests in UPS, Forward, Air Corp,

Saia, Inc., J.B. Hunt and XPO Logistics.

DeJoy and his wife had no choice but to unload these stocks because holding financial stakes in competitors to the Postal Service would be illegal. They did.

Personal finances weren’t the only concerns about DeJoy as Postmaster. His planned cost-cutting for the Postal Service raised many concerns including that the cuts would create mail delays. It ended up with a federal judge setting limits on one of DeJoy’s practices. U. S. District Judge Emmet Sullivan ruled that DeJoy’s practice actually delayed mail deliveries and that he didn’t get the advisory opinion from

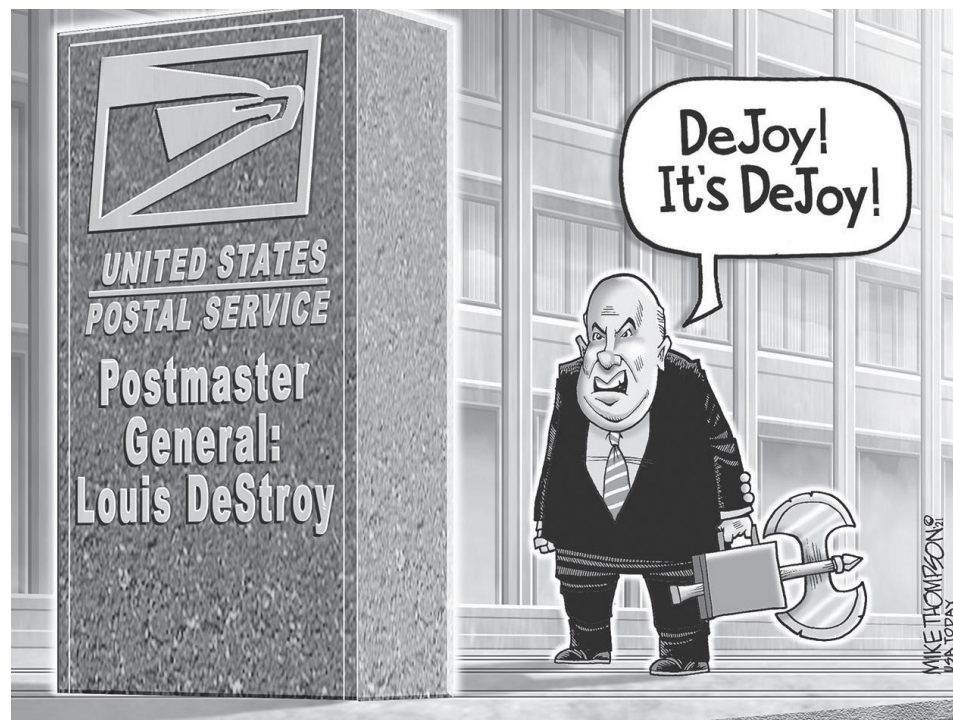
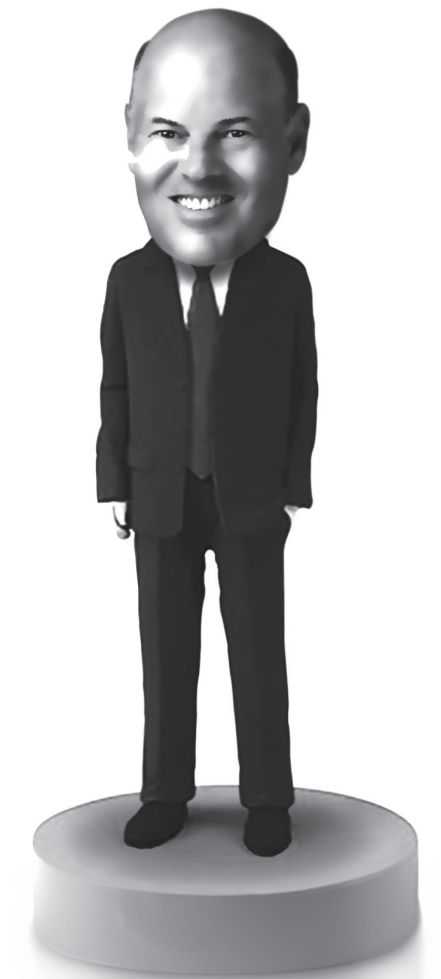
the Postal Regulatory Commission which he was required to do. It was also suggested that DeJoy’s cuts amounted to voter suppression. A number of states went into court to sue.

The Postal Service defended DeJoy by saying, “Any suggestion that the Postal Service or anyone in Postal Service leadership, up to and including the postmaster general, at any point in time was not fully committed to supporting our democratic process is inconsistent with the facts and our performance.”

The Postal Service Board of Governors made no move to replace DeJoy despite calls to do so by Democrats, postal workers union and others. And then in 2022 the impossible happened, the Postal Reform Act passed the House. The bill had four basic elements: (1) ending the crippling retiree health benefit pre-funding mandate, 2) providing for prospective Medicare integration, 3) adding transparency to USPS

service issues, and 4) guaranteeing six-day delivery. It then passed the Senate and on April 6, 2022, the President signed into law H.R. 3076, the “Postal Service Reform Act of 2022,” which established the Postal Service Health Benefits Program, repealed the prefunding requirement related to Postal retirement benefits, made reforms to non-postal and postal services.

The landmark legislation received the necessary bipartisan support and was essential in preserving the public Postal Service’s future. When experts examined how it happened, they realized that the legislation would never had been successful without the work of Louis DeJoy, “There’s no way we could have gotten [the] votes without Louis DeJoy,” says Jim Sauber, the chief of staff for the National Association of Letter Carriers at the time. “That’s for sure.”



Cartoonist Mike Thompson comments on USPS changes under Trump-appointed Mike DeJoy.

SCAN ME



FOR UNION NEWS, EVENTS, RESOURCES AND MORE, VISIT OUR WEBSITE AT NYMETRO.ORG



# Steve Hutkins: Advocate for a Public Post Office

By Peter Boyer

Steve Hutkins is not somebody you would expect to be passionate about the post office. Having spent his career as an English professor at New York University, he has no experience working for the Postal Service. In 2011, he simply found out his local post office was slated to close and started a blog in support of keeping it open. His plan to keep the Rhinecliff, New York post office from closing has turned into a much larger project to save America's Postal Service.

As the creator of the website SavethePostOffice.com, Hutkins has developed one of the most detailed and comprehensive datasets regarding post office consolidation plans, as well as commentary regarding management's continued actions in support of Postmaster General Louis DeJoy's ten year plan.

What may be the most unique aspect of Hutkins' website is that he has no access to private or insider information. He has instead researched required disclosures, court documents, public filings, and local news reports and shared it all in one place. "The transparency of the postal service," he told Vice News, "is one of the main reasons that I got interested in it." This transparency from postal management has led to startling discoveries about DeJoy's plans that Hutkins has published.

As a chilling example of the accuracy of Hutkins' reporting, a September 2020 article titled "The Seven-Percent Solution: The Not-So-Secret Plan to Downsize the Postal Service" detailed identical service talks distributed across the country explaining to employees that work-hours, and especially overtime, had to

be reduced for the agency to "remain solvent." While Hutkins noted at the time that his analysis was speculative, he followed up the next month with a new article titled "Do It Now: A Timeline of the Postal Service's Work Hour Reduction Plan." In this article, he shared that "thanks to evidence that has come out in the eleven lawsuits against the Postal Service over delivery delays and election mail, we've learned that the work hour reduction plan is very real."

SavethePostOffice.com also contains a Delivering for America Dashboard, complete with lists of every postal facility either slated or being considered for closure or consolidation. These lists were developed from notices shared with the public and information shared with the major postal unions, including APWU. Hutkins has even created a map showing each facility's location. It must be noted that these are not final determinations, and management has changed their plans multiple times over the last year. For example, the Bethpage P&DC on Long Island was originally set to be converted to a new type of processing facility, but those plans were cancelled, and the Northern New Jersey P&DC, which was also set to be converted, is now slated for closure.

In our local's jurisdiction, initial plans shared by management show the New Jersey NDC set to be converted to a new Regional Processing and Distribution Center (RPDC), and Morgan and DVD P&DCs would convert to Local Processing Centers (LPCs). At this time, management has not shared any information with local union leaders, and there is no timeline

established as to when any changes may take place. The most recent update shared with the national APWU simply stated that the New Jersey NDC was undergoing an engineering review, but set no definitive plans for any operational changes in the future.

Among the gloomy reality uncovered in his articles, Hutkins shares hope for a future Postal Service not focused on privatization, but on providing a service to the American public as was its original mission. Hutkins suggests several actions that have been supported by APWU for years: expanding public access to government services, creating a postal banking system, and returning to the prior service standards that moved mail faster. While Hutkins focuses his attention to the benefits the post office provides to the public, he also notes that the public Postal Service has been the source of good union jobs for generations. "Rather than looking to cut costs by replacing good postal jobs with underpaid workers within the organization and in the businesses to which postal work is outsourced," he writes, "we should recognize the value of creating and sustaining middle-class jobs with good wages and benefits for families and communities."

Steve Hutkins has provided a wealth of well-researched information to both union activists and community leaders across the country who want to save the public post office and the jobs of postal workers who have kept serving America in the face of continued criticism from upper management. The knowledge he has shared has provided postal

workers with the insight needed to both be aware of what we are facing today but also to be ready to engage our communities in support of our continued future.

New York Metro encourages all our members to visit Steve Hutkins' website at SavethePostOffice.com. Become informed and share this website with your friends, family, and

community. We need public support in order to remove Louis DeJoy and stop his ten-year plan. With everyone's involvement, we have the power to save the post office. ☑

## PPO's Nevell Harper

By Peter Boyer

Nevell Harper can be seen daily at his post at the employee entrance of Morgan P&DC with a smile and greeting for everyone who walks by. Since 2005, he has been a shop steward for the Postal Police Officers Association, the union that represents about five hundred officers working in post offices across the country. In that time, he has also served as regional representative and national vice president. However, Officer Harper's path as a union activist started in 1986 when he was first hired as a clerk at the Grand Central post office.

As an unassigned regular on tour one, Harper's first experience with APWU came when a difficult supervisor wouldn't let him take leave and go home when he was sick. Janet Kitchen, a steward at the time, watched him stand up to management and encouraged him to become a steward himself. He turned her down at first, but after a few more arguments with management, he agreed to give

being a steward a try.

"I can attribute everything I've learned and everything I've accomplished to APWU," Harper said. He quickly developed a reputation of battling with management over everything, but over time, he focused on standing up for the members he represented and upholding the contract. This led to him accepting a position as a chief steward, where he had the opportunity to build relationships with other union leaders across APWU. He especially enjoyed working with Stanley Myers, Wilma Alexander, Josie McMillian, and Jonathan Smith.

At conventions, Harper tried to learn as much as he could to bring back to New York Metro and use for the members he represented. Specifically, he recalls the knowledge and wisdom shared by Joyce Robinson and Liz Powell, which kept him motivated when working through difficult situations for members. Having them as mentors also led him

to start focusing on personal growth. "When I came in, I was a brash young man getting in trouble all the time, but with their guidance, I took that disdain and anger and channeled it properly."

Shortly after becoming a police officer, Harper wanted to get involved in the PPOA. He believed in standing up for the rights of the men and women he worked with, and he already knew how postal management acted if there was no one to stand up for the right thing. After all, he said, "This is what I know and it's been part of my life, and I have no one to thank for it but APWU."

After over thirty years of being a union activist, Harper still believes in the power of postal workers joining together to make their jobs better. Whether it be clerk, maintenance, motor vehicle, or police officer, "I believe that unionism is the same no matter what union you're in. The cause is all the same." ☑



■ Nevell Harper, Morgan P&DC TI.





# Setting The Record Straight

By President Jonathan Smith



Recently, NY Metro’s main office has been receiving a number of phone calls falsely accusing the NY Metro membership of being pro-Palestinian because we publicly joined with many other unions and humanitarian organizations to call for a cease-fire in Gaza.

MLK once said, “There comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must take it because conscience tells him it is right.”

As the leader of NY Metro, it is my responsibility to set the record straight about NY Metro’s public position on the war in Gaza. While many will say it is not the place of the union to address issues that has nothing to do with the post office, to you I say the March on Washington where MLK delivered his famous I Have a Dream speech was endorsed and funded predominantly by labor unions. History teaches us that it is the responsibility of the unions to be morally conscious of America.

NY Metro does not claim to support or oppose any side in the Gaza conflict. Our public position is a humanitarian position based on the facts. The only position we claim, is whatever it takes to improve the human condition of those men, women and children who are suffering, through no fault of their own.

**•We condemn the senseless attack that Hamas launched against Israeli citizens on October 7, 2023, killing unarmed men, woman, and children**

**•All the Israeli hostages taken by Hamas in the October 7, 2024, ambush, must be released by Hamas, without harm, immediately.**

**•We call for an immediate cease fire so humanitarian aid can be delivered to the Palestinian people. It is reported that as many as 25% of them are currently dying from starvation, lack of water, shelter, and medical supplies.**

I write this to set the record straight on NY Metro’s feelings on the current state of the war in Gaza. This was discussed with the NY Metro Executive Board about what positions we felt comfortable taking about the conflict. Let me again quote MLK, “Our lives begin to end the day we become silent about things that matter.” Human life and unbearable suffering must matter, the killing of thousands of women and children must matter, getting the hostages back home with their families must matter. Because they matter, silence is not an option! ☰

# Harassment on the job must be fought, and it is the union that protects your interests

By Chuck Zlatkin, Legislative and Political Director

Postal workers must put up with a lot to do their jobs properly, but one thing that they don’t have to put up with, in any form, is harassment. On March 16, 2017, then Postmaster General Megan J. Brennan came out with “Postal Service Policy on Workplace Harassment.” There it is in black and white, “The United States Postal Service is committed to providing a work environment free of harassment based upon race, color, religion, sex (including pregnancy, sexual orientation, and gender identity including transgender status), national origin, age (40 or over), mental or physical disability, genetic information, uniformed (military) service, or in reprisal for an employee’s or applicant’s complaint about or opposition to discrimination or participation in any process or proceeding designed to remedy discrimination. The Postal Service’s workplace must be one in which all employees are treated with dignity and respect by supervisors, subordinates, and coworkers. Supervisors and managers will take prompt action to prevent, address, and remedy workplace conduct that is contrary to this policy.” The way that is spelled out in detail, one would think that instances of harassment in the Postal Service would be few and far between. Unfortunately, that is not the case.

Maybe it is because what harassment entails is not understood

in the Postal Service? But that is not what the Postal Service states. The USPS,” through its supervisors and managers takes prompt action to prevent, investigate, address, and remedy conduct that is found to be against its policies and/or the law.”

The Postal Service has established a toll-free phone number for employees and managers seeking guidance on what actions to take in the event of an incident of alleged harassment. The number is 877-521-4272.

The USPS claims that it will act to protect the confidentiality of complainants but cannot guarantee complete confidentiality.

In September of 2020, Joyce B. Robinson, the Education Director of APWU wrote, “Harassment is Against the Law” which detailed that harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967, the American with Disabilities Act of 1990, and Article 2. Section 1 of the Collective Bargaining Agreement between the USPS and APWU. Robinson also detailed what you should do if you are harassed.

When you are offended by the conduct of a manager or supervisor, tell the harasser that this behavior is unwelcome, and you should object verbally. If the harassment does not stop call for a shop steward. Keep a diary at home of the incidents,

dates, times, places, behavior, of what was said and of all witnesses. If it continues you should both file a grievance and an EEO Complaint. It is important to file the grievance to have it on record that the Postal Service knew of the harassment and was given the opportunity to stop the offending behavior. It is essential that the EEOC complaint be filed within 45 days of the incident and if applicable to file criminal charges with police while consulting an attorney.

For additional information who can go to the EEOC’s Harassment webpage [eoc.gov/harassment](http://eoc.gov/harassment) and the USPS Policy on Workplace Harassment.

Yes, everyone who is facing harassment should implement what the Postal Service has in place to deal with cases of harassment. But understand the importance of the grievance procedure. Postal management will state that they will do what they are required to do to fight harassment, but it is not always the case as the tendency to protect their fellow managers and supervisors is always present. The union is your representative and is there to protect your interests and rights, and while it is hoped that management will do the right thing, it is the union that is there to make sure you are protected when facing harassment. ☰

## POSTAL PRIDE

To the uninitiated, postal workers may seem relatively the same, doing the same jobs, wearing the same uniforms, but each of them has a unique history and a story about who they are and how they came to work for the Postal Service that distinguishes them from the rest.

It was in 1989, that postal clerk Bill Pendergrass had enough seniority to get a window clerk bid at the Santa Clara post office in downtown Ventura, California. He has worked there ever since. Now 75, Pendergrass is revered by his customers, who he calls all by name, as being the post office they know. "He's an institution," said Bill Kearney, a longtime customer and board co-chair for the Museum of Ventura County. It is planning on creating a tile bearing Pendergrass's name as part of a courtyard display.

Pendergrass sees his job as a navigator guiding customers through the complexities of the postal system. In 1993, he started promoting the upcoming Elvis stamp long before it was issued suggesting that customers buy a whole 40-stamp sheet.

On the first day of sale of the Elvis stamp, there were 80 people waiting on line. He sold stamps for two hours straight. "I'll never forget it. There were no packages mailed only Elvis stamps sold. Pendergrass sold 6,000 stamps that day.

Back in 1966, he was 20 years old, married, with a daughter, with no real plans. His father suggested that he take a civil service exam and to apply for a job with the Postal Service. He was hired as a clerk for \$2.95 an hour.

In November of 2023, Bill Pendergrass celebrated his 55th year in the Postal Service. Next to his counter sits a letter Bill received from Postmaster General Louis DeJoy, "Few employees have been able to make their mark on the Postal Service as you have."

51 years earlier, Bill met Juanita Kaimana Rubin who he married. They lived together in Ventura and raised her three children. She was a musician who for years led the Ukulele Club of Ventura County. Bill accompanied his wife on the Ipu, a percussion instrument made from gourds. They competed in contests and every year performed at the Ventura County Fair.

Unfortunately, she was diagnosed with Alzheimer's disease and passed away in 2022, two weeks before their 49th wedding anniversary. Bill continued to work at his job as a means of coping with his loss.

Bill keeps a list of new customers names at his window so he can greet them all by name. He doesn't own a computer and still uses a flip phone. He won't be hurried. He has long since earned a pension, and his friends encourage him to take use it, but instead Bill works overtime and, when asked, on Saturday.

Bill doesn't think he is ever going to retire. "I have a purpose. I have something to get up to every day.

And when he gets to work, he parks in a space that is marked by a sign, "Parking for Postal Employees 50 years of service ONLY."

### Resources:

"Elvis, mail and love: Ventura's Post Office Bill still sells stamps after 55 years" by Tom Kiskan, Ventura County Star, January 19, 2024

## Postal News Briefs

### USPS Has Been Issuing Love Stamps for More Than 50 Years

The Postal Service released its latest Love stamp on January 12, 2024 continuing a tradition that started over 50 years ago. The new Love 2024 stamp is a reminder that the sentiments we send are larger than the letters and cards that convey them. The first Love stamp was introduced in 1973 and billed as a "Special Stamp for Someone Special." The stamp was supposed to be a one-off — but eventually proved popular enough for a series. It was nine years before the second stamp was issued, and the concept gained traction. A new stamp has been issued annually since 2004.

### The US Postal Service Sees \$25 Million in Lost Revenue

The USPS Inspector General, in a January 9, 2024 Audit Report, found that The Postal Service accepted 22.8 million Postal Service Parcel Return Service (PRS) packages at the wrong price, resulting in \$25 million in lost revenue between October 2020 and September 2023. Postal Service granted in PRS refunds between November 2021 and September 2023 that may not have been warranted, due to a flawed refund verification process. The flaws exposed the Postal Service to the risk that consolidators could request and receive refunds for additional packages that do not qualify.

### Next Generation Delivery Postal Vehicles Acquisition

In December, 2023 the USPS published a "Notice of Availability of Updated Record of Decision for Next Generation Delivery Vehicles Acquisitions" which means that the USPS is intending to purchase a mixed fleet of Commercial Off-the-Shelf and Next Generation Delivery Vehicles. The total quantity will be 106,480 vehicles of which 62 percent will have battery electric powertrains.

### USPS Continues Focus on Service Reliability

Service performance scores covering October 1 through December 29, included: **First-Class Mail:** 85.4 percent of First-Class Mail delivered on time against the USPS service standard. **Marketing Mail:** 93.8 percent of Marketing Mail delivered on time against the USPS service standard. **Periodicals:** 80.8 percent of Periodicals delivered on time against the USPS service standard.

## CALENDAR

### Wednesday, February 21

5:30pm  
General Membership Meeting  
Via ZOOM

### Wednesday, March 20

5:30pm  
General Membership Meeting  
Via ZOOM

### ZOOM INSTRUCTIONS

#### Members Only!

- Download Zoom App
- Enter Meeting ID #548-304-2304
- Mute audio
- Video must be on

\*\*For news, upcoming events and more, visit our website at [nymetro.org](http://nymetro.org)

## APWU LOCAL BLDG. CORP

Building Corp for the end of 2023 will be available in the March/April, 2024 issue.

**SISTERS!** As an APWU member, you are a member of NY Metro P.O.W.E.R. (Post Office Women for Equal Rights). Prior to the pandemic, all sisters were invited to P.O.W.E.R. meetings at the Union Office on the 4th Thursday of every month at 1:00pm. Because of social distancing concerns, Diane Erlanger, Director of Organization, and Chairperson of NY Metro P.O.W.E.R., told the Union Mail that we would be holding the P.O.W.E.R. meetings on ZOOM at a later time -- 5:30 pm.



### NEXT MEETING:

February 28th, 2024 at 5:30 pm  
ZOOM Meeting ID #239-026-1053

[Follow ZOOM instructions outlined for the Membership meeting on this page.]

# NEW YORK METRO POSTAL UNION APWU 2024 AFL-CIO

★ = PAYDAY    UM = UNION MEETING    ● = HOLIDAY

### January

S	M	T	W	T	F	S
	●	2	3	4	★	6
7	8	9	10	11	12	13
14	●	16	UM	18	★	20
21	22	23	24	25	26	27
28	29	30	31			

### February

S	M	T	W	T	F	S
				1	★	3
4	5	6	7	8	9	10
11	12	13	14	15	★	17
18	●	20	UM	22	23	24
25	26	27	28	29		

### March

S	M	T	W	T	F	S
					★	2
3	4	5	6	7	8	9
10	11	12	13	14	★	16
17	18	19	UM	21	22	23
24	25	26	27	28	★	30
31						

### April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	★	13
14	15	16	UM	18	19	20
21	22	23	24	25	★	27
28	29	30				

### May

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	★	11
12	13	14	UM	16	17	18
19	20	21	22	23	★	25
26	●	28	29	30	31	

### June

S	M	T	W	T	F	S
					1	
2	3	4	5	6	★	8
9	10	11	12	13	14	15
16	17	18	●	20	★	22
23	24	25	26	27	28	29
30						

\*June Union Meeting date TBD

### July

S	M	T	W	T	F	S
	1	2	3	●	★	6
7	8	9	10	11	12	13
14	15	16	17	18	★	20
21	22	23	24	25	26	27
28	29	30	31			

### August

S	M	T	W	T	F	S
				1	★	3
4	5	6	7	8	9	10
11	12	13	14	15	★	17
18	19	20	21	22	23	24
25	26	27	28	29	★	31

### September

S	M	T	W	T	F	S
1	●	3	4	5	6	7
8	9	10	11	12	★	14
15	16	17	UM	19	20	21
22	23	24	25	26	★	28
29	30					

### October

S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	★	12
13	●	15	UM	17	18	19
20	21	22	23	24	★	26
27	28	29	30	31		

### November

S	M	T	W	T	F	S
				1	2	
3	4	5	6	7	★	9
10	●	12	13	14	15	16
17	18	19	UM	21	★	23
24	25	26	27	●	29	30

### December

S	M	T	W	T	F	S
1	2	3	4	5	★	7
8	9	10	11	12	13	14
15	16	17	18	19	★	21
22	23	24	●	26	27	28
29	30	31				





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

Periodicals class  
POSTAGE PAID  
at New York, NY

“If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great street sweeper who did his job well.”

*-Dr. Martin Luther King, Jr.*



*Happy Black History Month from the  
New York Metro Area Postal Union  
Officers and Staff*