



The

Union Mail

Vol. 61 No. 3 | March/April 2018

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.

MARCH IS WOMENS HISTORY MONTH

More dangerous than a thousand rioters

—CHICAGO POLICE



Lucy Parsons (c.1853-1942)

You may never have heard of Lucy Parsons, but it doesn't diminish her extraordinary accomplishments. It just shows how we can be robbed of our essential history. Lucy Parsons was a great fighter for workers' rights, women's rights, in defense of all the oppressed. This is what earned her the enmity of the Chicago police in the 1920s. Lucy (Gonzalez) was born in Texas in 1853. Her roots were Mexican, African-American, and Native American. She along, with her husband, Albert Parsons, became great leaders on behalf of the working class. Lucy was a powerful orator and organizer. In

continued on page 11

Protecting the contract protects our jobs



Jonathan Smith

Article 16 of our Collective Bargaining Agreement (CBA) contains the principle that any discipline must be for “just cause.” This means that management must have a “fair and provable justification” to issue disciplinary action to an employee.

Without this contractual protection, workers could be fired at the whim of the supervisor with no real reason. That’s why we must defend the “just cause” principle at all costs. Our very existence depends on it.

In order to weaken this principle, some supervisors are issuing harsh and unwarranted discipline and offering “settlements” of slightly less harsh discipline. For example, they issue a Notice of Removal that doesn’t meet the just cause standard in order to get over with an unwarranted 14-day Suspension to a worker with a previously clean record.

Jumping to severe discipline violates Article 16.1 which says that discipline must be “corrective rather than punitive.” It should be aimed to fix behavior, not to punish the employee. Our Joint Contract Interpretation Manual (JCIM), Article 16, p. 2, explains that this is “an essential element of the ‘just cause’ principle.” It means that “for most offenses management must issue discipline in a progressive fashion” – starting with lesser discipline for a first offense.

This is a contractual requirement not an option. Management has

developed a strategy to deliberately over-discipline workers -- going right for suspensions or removals despite nothing on the record.

Then they offer the grievant an unjust settlement because they know that most workers are under financial pressure. They are using economic intimidation to break our Contract. They want a person with a clean record to sign off on an unfair discipline to keep from being removed. Management pretends they are doing us a favor. But, guess what? Accept a 14-day suspension and the next step is a Removal lurking around the corner.

For our stewards to go along with this program is job suicide. Once the Union lets go of the “just cause” principle in one case, in two cases, how do we argue the third case? Management will have established a precedent that undermines our contractual protection from unjust firings.

The Union must take a position to protect the integrity and the just cause principle of the contract. We will not settle grievances at step 2 that violate the requirement of progressive discipline. Management will not intimidate the Union with threats of unwarranted removals of bargaining unit employees to get us to agree to violate our own contract! We will protect the integrity of the contract; no one person can be bigger than the whole. They will try to scare individuals into hurting their own rights by saying we’re the bad guys. Right! The boss fires you unjustly, scares you into accepting an unfair suspension on your record, but you’re supposed to be mad at

the Union.

As Contract negotiations are starting in 2018, the USPS wants to turn the members against their Union. Management knows they will lose cases but are even willing to settle at pre-arbitration for back pay. The damage has already been done: the grievant’s bills are piling up, and anti-Union poison has been injected into the work force. (Management is so morally bankrupt that they delay or deny the back pay– again putting the onus on the Union.)

Workers without Unions can be fired at will. The Union can’t degrade the language in our negotiated CBA by letting management scare our members. Instead, we’ll use our Contract protections to fight and win. ☑




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Cover photograph courtesy of Newberry Library

Postal rules apply to management TOO!

By Tiffany Foster, Executive Vice-President



Tiffany Foster

Disparate treatment is a regular thing with Postal management. The ELM (Employee Labor Manual) is a USPS manual that applies to all employees. Many

in management will have you believe that the postal handbooks, manuals and policies ONLY apply to the craft employees and not themselves. This is far from the truth because we are all postal employees and the policies apply to ALL EMPLOYEES.

For example, all postal employees must adhere to the code of conduct itemized in the ELM 660 (Conduct.) This chapter states how postal employees must conduct themselves—even management. Most times in discipline you will see sections cited from chapter 6 like 665.11 Loyalty, 665.16 Behavior and Personal Habits, 665.24 Violent and/or Threatening Behavior, 665.25 Illegal Drug Sale, Use, or Possession, 665.41 Requirement of Regular Attendance and 665.44 Falsification in Recording Time. These policies apply to management as well, but you will NEVER hear of these requirements being used against them.

Management has a responsibility to be regular in attendance too. It is not only the worker who has to come to work regularly and be on time. Management cannot falsify documents not even TACS reports,

but they do, and employees don't write statements about it and notify the union. Falsifying TACS reports is deleting your time after you worked to not show things like OT and/or penalty OT. If you have a management official that is constantly out, and you are written up for attendance don't rat out your co-worker. Tell your steward about the management official not being regular in attendance and let the steward investigate it. If management is deleting your time, report it to your steward, so that an investigation can be conducted. You also have the right to contact the Inspectors if this is happening to you. (There have been instances where reports to the Inspectors or OIG resulted in an investigation and management terminations.)

Another policy that applies to all postal employees is the Workplace Zero Tolerance Policy. This applies to management but is rarely enforced when it is management violating it. They are quick to emergency place (EP) an employee on suspension for merely refusing to follow an instruction, by falsely citing that the worker is "injurious to self or others." They lie to inconvenience the worker on EP and frighten the others. Fear and intimidation are what management uses to get the workers in line. If employees wrote statements to support their coworkers, management wouldn't be able to keep making these false claims.

There are management officials who threaten, intimidate and harass employees daily and it is not report-

ed. Or when it is reported upper management does nothing. Why? because employees won't support their coworker with a statement when they witness the harassment, but will write statements against each other. Please understand that the Workplace Zero Tolerance Policy MUST be adhered to by all employees and this includes management! It requires that the USPS provide a workplace free of threats, assaults and/or acts of workplace violence. The Zero Tolerance Policy puts ALL EMPLOYEES (including management) on notice that threats, assaults or other acts of violence will result in corrective action up to and including removal. We know this is not the case when it is management harassing, intimidating and threatening employees and customers.

The Postal Police Officers are here to protect all employees but when called by management they come running as though they are management's personal bouncers. Try calling the Postal Police when it is management making the threats. Usually, they won't come. Recently, when asked why no one showed up when a threatening situation with an abusive supervisor was called in, they said, "we didn't feel this was a threat."

We can change management's behavior and attitude of "those rules don't apply to me because I'm management" if we stick together and support one another. When you call the Postal Police or request a steward, get confirmation, write a detailed statement and let the union know what happened. ☐

LEGISLATIVE REPORT:

Trump's 2019 budget targets postal workers

By Nora Taggart, Legislative and Political Director

Trumpp is not making it a secret that he doesn't care much for the Postal Service. Last December he tweeted that the Post Office was "dumber and poorer" because it allegedly charges Amazon too little for shipping. And, just like the 2018 budget proposals, Trump's 2019 budget is targeting the Postal Service for service reductions and calling for pension and health insurance cuts for postal and federal employees.

The Trump proposal would allow the Postal Service to end Saturday delivery, a plan that also had the backing of the Obama administration. And just like the previous administration, it also urges approval of Postal Service plans to move toward "centralized and curbside delivery where appropriate."

The White House budget also endorses a plan that calls for a one-time special postage rate increase.

Unfortunately, neither Trump nor his administration want to move forward legislation pending in Congress that would give the agency more control over its operations and relieve it of the burden of pre-funding health benefits. In fact, it was the GOP controlled Congress that put the Postal Reform Act of 2016 (H.R. 756) on the back-burner.

The White House fiscal year 2019 budget proposes \$152.5 billion in cuts to earned federal benefits for postal and federal workers by*

1. Eliminating COLAs for current and future Federal Employees

Retirement System (FERS) retirees.

2. Reducing COLAs for Civil Service Retirement System (CSRS) retirees by 0.5 percent each year from what it would have been otherwise. When combined with the elimination of the FERS COLA, this would cost federal retirees \$50.2 billion over 10 years, and much more thereafter.

3. Federal employees covered under FERS would see employee contributions to their annuities increased by 1 percent each year for the next six years, without any corresponding benefit increase. This will cost FERS employees \$68.7 billion over the next 10 years, and more thereafter.

4. The earned and fully funded FERS Annuity Supplement would be eliminated for new retirees. This would cost federal retirees \$18.7 billion over the next 10 years.

5. Reducing the rate of return on the Thrift Savings Plan's Government Securities Investment (G) Fund. This would cost postal and federal employees and retirees, as well as military personnel and veterans, \$8.9 billion over the next 10 years.

6. Federal pensions for new retirees would be based on the average of the highest five years of salary instead of the highest three. This would cost federal retirees \$5.9 billion over the next 10 years.

7. Freezing federal employee pay in calendar year 2019.

8. Reduction of total paid time off by combining sick and annual leave

into one pool. This proposal has the potential to decrease annuities, as unused sick leave is counted towards creditable service.

9. Reducing working and retirement-age benefits for federal workers disabled through their service (\$117 million over 10 years).

10. Eliminating due process rights for all federal workers by extending the VA Accountability Act to every federal agency. Trump wants to turn the Civil Service into the spoils system so that he can fire any federal workers he doesn't like.

** Source for facts 1-9 is NARFE (the National Association of Retired Federal Employees); fact 10 is from the AFGE (American Federation of Government Employees, AFL-CIO)*

Basically, the Trump administration will bleed postal and federal workers dry to come up with billions of dollars to pay for the recent massive tax cuts for the wealthy and corporations.

"The chickens are coming home to roost from last year's reckless tax cuts, which increased the federal budget deficit to more than \$1 trillion this year," NALC President Fredric Rolando said. "The administration is once again targeting the Postal Service for service reductions and calling for pension and health insurance cuts for postal and federal employees – all to pay for last year's corporate tax giveaways. These proposals are outrageous and we will resist them with all our might." ☒

New stewards: Thanks for stepping up!

By Flo Summergrad

NY Metro Area Postal Union is excited that a new group of trained and certified Shop Stewards is coming to the work floor. Ten stewards, representing different stations in the clerk and maintenance crafts, received a week of training at the Union office from January 29–February 2, 2018 and are ready to go!

The new stewards are: Jacob Addo (Clerk, CPPF); Adrienne Blunt (Clerk, Morgan); Ashawn Chandler (Clerk, Morgan Tour 1 PSEs only); Virgil Coleman (Maintenance, Downtown HUB); Eveyana Cortez (Clerk, Morgan Tour 3 PSEs only); Zarinah Abdullah-Grant (Custodian, Uptown HUB); Kalissa Payton (Clerk, Wakefield); Yancy Thomas (PSE SSDA, Canal Street and Chinatown); Reggie Thompson (Maintenance, Murray Hill and Murray Hill Finance; Maintenance

Steward at FDR and Grand Central); Kay Ann Walker (Clerk, Woodlawn and Cranford).

Motivated to get involved

No matter your age or your craft, you can help make a better work life.

Active stewards and involved members make the union strong.

Clerk Adrienne Blunt has 32 years in the post office and became a steward to help the PSEs. Adrienne said her perception of the union and its function has changed since being in steward training. What she thought was not true and she was going to apologize to all those who she spoke to bad about the union and correct what she said. She didn't realize all that the union is involved



in and it's not about only grievances.

Virgil Coleman (maintenance) said he was on the conference call we had with the maintenance employees regarding the illegal staffing changes in the NY District. Jonathan's speech about maintenance employees' unreasonable expectations but being passive made him want to get involved. The call for maintenance to step up is what made him want to be a steward.

What motivates you? ☑

Workers' Memorial Day

By Flo Summergrad

April 28th is designated Workers' Memorial Day to mourn those who died on the job and fight for workplace safety.

On February 1, 2018, the APWU joined AFSCME for a National Moment of Silence in memory of brothers Echol Cole and Robert Walker, whose deaths 50 years ago triggered the historic Memphis Sanitation Workers strike. Two young men crushed to death by a

faulty truck galvanized a movement. Black workers marched for dignity and justice.

Our Local has seen three brothers and a sister killed on the job through blatant safety violations. In 1978, MH Mike McDermott was pulled into an extendible conveyor belt where the safety devices were disabled to keep production running non-stop. In 1993, Bronx GPO driver Willie Gonzalez was mur-

dered on a remittance run because the postal service refused to provide security. In 1994, MPE Ed Domingo was caught and crushed in the huge Sack Sorter which was missing a machine guard. In 2016, Clerk Nadia Assad was hit and killed in the dark and unsafe DVD parking lot.

We will never forget! We come to work, not to die. Fight for the right to safe jobs! ☑

Postal Banking Needs You!



By Chuck Zlatkin, Director of Communications

Now is the time for postal banking. There is a real need for large segments of the public to be served who have been ignored or underserved by banks and exploited by nefarious alternative financial cons. No more so is it needed than in the Bronx where the statistics of the underserved are off the charts.

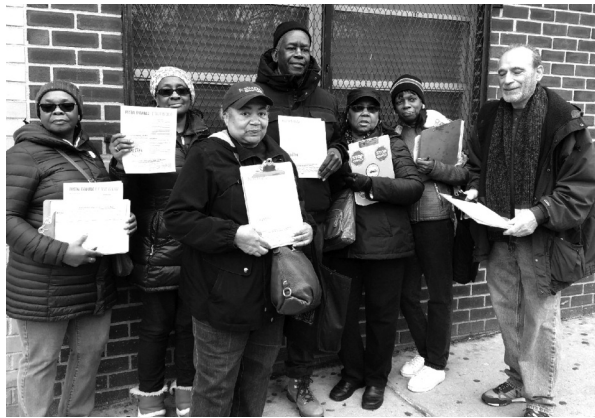
More than 1.5 billion consumers, worldwide use financial services at post offices. Why not at the USPS? There is precedent: The U.S. Postal Savings System operated from 1911-1967. There is infrastructure: there are more than 40 post offices in the Bronx.

Postal banking can only be a plus for postal workers.

New York Metro Area Postal Union, the APWU and the Campaign for Postal Banking have joined with local Bronx organizations to call for: **Make Postal Banking in the Bronx a Reality Now!** There is a petition drive underway to both Bronx Postmaster, Scott Farrar, and the Postmaster General of the United States, Megan Brennan.

You can play a role in this fight. And it is tempting to say that it is such a long shot it could never happen just from us. There were similar comments made when the APWU went to take on Staples. We know how that turned out! Having the Postal Service extend and enhance financial services as a first step toward full postal banking can be a giant success. Postal Banking is a win-win-win.

What can you do? Please, look at the **Make Postal Banking in the**



First day of petitioning for Postal Banking

Bronx a Reality Now! petition that is included in this issue of the Union Mail. It is in both English and Spanish. If you live or work in the Bronx, make use of it by collecting signatures from your neighbors, friends or co-workers. Pass blank petitions on for others to collect signatures. The more the better! To make this work, we need your help. And if you don't live or work in the Bronx, contact your friends, co-workers, and relatives who do. Pull out the petition and send them a copy to collect signatures. There is no organization, whether big or small, that can't get involved in this campaign. We are talking about churches, block associations, clubs, civic associations, tenants' groups, unions, little league. Everyone.

Postal banking provides a public option; it brings people to post offices; and more revenue means more jobs and more reasons to keep post offices open. It is a no-brainer; postal banking means more jobs. Please do what you can to help.

The immediate goal is to get the Postal Service to take immediate action, under its existing authority to

provide affordable financial services, including ATMs, pay-check cashing, bill payment and electronic money transfers. In its 2014 White Paper, "Providing Non-Bank Financial Services for the Underserved," the USPS Office of Inspector General indicated that these services can be provided under existing regulatory authority. They point out that, unlike banks, the Postal Service already has an existing network that covers every community in the country.

work that covers every community in the country.

But don't take our word for it:

- Senator Bernie Sanders: "I want to see our post office be reinvigorated, and postal banking is one of the ways that I think we can help not only the U. S. Postal Service but help a lot of low income people."
- Senator Elizabeth Warren: "With post offices and postal workers already on the ground USPS could . . . make a critical difference for millions of Americans who don't have basic banking services because there are almost no banks or bank branches in their neighborhoods."

Our mandate is clear. Collect as many signatures on the petition as possible, in as short a time as possible. If you need more petitions to get signatures on or pass on to others, please contact your shop steward or the union office. There are also handouts highlighting the key points in this campaign. If you need further information please contact Chuck Zlatkin @ chuck.zlatkin@nymetro.org; office: 212-563-7553, ext. 113, cell: 917-693-9427. Postal banking needs you! ☐



Make Postal Banking in the Bronx a Reality Now!

Petition to Bronx Postmaster Scott Farrar and U.S. Postmaster General Megan Brennan

We, the undersigned people of the Bronx (residents, business owners, and workers) call on the Bronx Postmaster and the USPS Postmaster General to bring postal banking to the Bronx now! More than 52% of Bronx residents are underserved by banks. We need affordable, non-profit, consumer-driven financial services.

We call on the Postal Service to take immediate action to provide affordable financial services including ATMs, paycheck cashing, bill payment, and electronic money transfers.

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Return completed petitions to: Campaign for Postal Banking, PO Box 872, Parkchester Station, Bronx, NY 10462
www.campaignforpostalbanking.org @bankpostal



¡Que se haga Banca Postal en el Bronx una realidad ahora!

Petición al Administrador de Correo (Postmaster) Scott Farrar y
a la Administradora General del Servicio Postal Megan Brennan

Nosotros, los abajo firmantes del Bronx (residentes, empresarios y trabajadores) hacemos un llamado al Administrador de Correos del Bronx y a la Administradora General del Servicio Postal de Estados Unidos a que traigan banca postal al Bronx ahora! Más del 52% de los residentes del Bronx son marginados y desatendidos por los bancos. Necesitamos servicios financieros económicos y sin fines de lucro.

Nosotros hacemos un llamado al Servicio Postal a que tome acción inmediata y ofrezca servicios financieros económicos incluyendo cajeros automáticos (ATMs), cambio de cheques de sueldo, pago de cuentas y transferencias electrónicas de dinero.

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Return completed petitions to: Campaign for Postal Banking, PO Box 872, Parkchester Station, Bronx, NY 10462
www.campaignforpostalbanking.org @bankpostal

Tiffany Foster appointed to Rank and File Bargaining Committee

By Flo Summergrad

One of the democratic features of the APWU Constitution is the participation of a Rank and File Bargaining Advisory Committee during contract negotiations between the Union and USPS management. This is mandated by the American Postal Workers Union Constitution and By-Laws, Art. 13, Sect. 9. The Committee consists of 13 members selected by each national officer, and a representative of the Deaf and Hard of Hearing Task Force, chosen by the president.

The R&F Committee provides input to the Union's National Negotiating Team, which has full

authority to negotiate the terms of a new collective bargaining agreement. The Negotiating Team is guided by the decisions of the highest body of the APWU, the National Convention.

The 14 Committee appointees span the regions and the crafts represented by the APWU. Their role in contract negotiations cannot be overstated. This is democracy in action. Any tentative agreement negotiated by the parties must be approved by the Rank and File Committee before being sent to the members for a ratification vote.

Being selected for this Committee

is a big responsibility and a lot of work. It is also an honor for the Local whose leadership is entrusted with these duties.

NY Metro Area Postal Union has just received word that Tiffany Foster, our Executive Vice President, has been named to the Committee by APWU Vice President Debbie Szeredy. We are proud that Tiffany was selected for the Rank and File Committee. Its members will be in Washington, DC, on June 26, 2018, for the opening sessions of Contract negotiations and will convene as needed during the course of negotiations. ☑

GRIEVANCE WIN! 9 TTOs CONVERTED TO CAREER

By Flo Summergrad

In the Motor Vehicle craft, the Postal Service has a fixed complement of Full Time Regular Tractor Trailer Operators (TTOs) it can hire at the NJI&NDC. Then they can hire Part Time flexi drivers up to 20%. The only time they can add PSE drivers is to cover "new work" that comes into the facility.

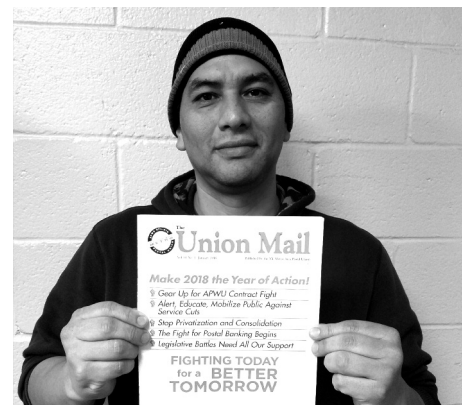
It doesn't take much smarts to understand that they cannot hire PSE drivers until the career complement is filled. However, this is what management did. With its allocated number of PTF drivers still vacant, they began to hire PSEs.

A PSE does not have a career job, is not entitled to Sick Leave or benefits, and has no guaranteed

hours. There's no reason anyone would choose to be a PSE instead of a Part Time Flexi. Yet the people doing the hiring were taking one TTO as a PSE, then one as a PTF – as if it didn't matter.

Tour 2 Shop Steward Willie Diaz showed management that this made no sense. In the long run the Postal Service will lose skilled Tractor Trailer Operators who are needed. The managers said they agreed but nothing changed.

Willie had to file a written grievance. By hiring PSEs without filling the career complement of Full Time and PTF drivers, management was in violation of Articles 39, 7.3.A.2 and 7.1.B.1. Thanks to the efforts of the



Photograph by Wilfredo Diaz

TTO W. Barabaran

Union, the seven senior PSEs were converted to career as of January 20, 2018; two more were converted as of February 3rd.

Congratulations and Welcome to our nine new career drivers! ☑

Election Notice

New York Metro Area Postal Union, APWU, AFL-CIO

A secret ballot for the election of officers of the New York Metro Area Postal Union will be conducted by the American Arbitration Association (AAA).

On or about Friday, March 30, 2018, ballot packages will be mailed to all members.

Instructions on voting and ballot return
One unmarked ballot
One small envelope marked “secret ballot envelope”
One large return envelope addressed to the AAA with member identification
(signature required or membership verification only)

Ballots will be returned to the offices of the AAA for safeguarding.

Undeliverable ballots returned to the AAA will be kept separated. The AAA will inform the Election Committee of the undeliverable ballots. The Election Committee will make reasonable efforts to find updated addresses for these members so that AAA can mail them clearly identified DUPLICATE ballots.

On or after Friday, April 6, 2018, or before Wednesday, April 18, 2018, any member who has not received a ballot may request that AAA mail a DUPLICATE ballot to them. All requests for DUPLICATE ballots must be sent directly to:

American Arbitration Association
120 Broadway -- 21st Floor
New York, N.Y. 10271,
Or by telephone at (800) 529-5218.

If both an original ballot and a duplicate ballot are received for the same member, only the original ballot will be counted.

All ballots must be received on or before 10:00 AM, Monday, April 23, 2018. On Monday, April 23, 2018, commencing at 10:00 AM, at the offices of AAA, the Election Committee will verify the eligibility of voters. Any candidate or observer may attend and observe. The verification will continue until it is completed.

All ballots received from members declared ineligible to vote in this election will be separated from the ballots of eligible members and will be considered “challenged.” The AAA will maintain a record of each challenged ballot, and note the reason for the challenge. The AAA will safeguard all challenged ballots.

On Monday, April 23, 2018, commencing at 11:00 AM, under the supervision of the Election Committee, the AAA will tally the ballots. Only AAA personnel will physically handle the ballots. Candidates or observers will be allowed to observe the counting process. No candidates or observers will be allowed in the ballot room with a coat, or bags of any sort.

Write-in votes will not be counted. Candidates who receive the greatest number (plurality) of votes cast will be declared elected.

The Union will publish the results of the election in the Union Mail and post them on Union bulletin boards. The Union will preserve the election records for one (1) year.

Any member who feels aggrieved in connection with the conduct of the election shall file his/her grievance with the Election Committee. Such grievance(s) must be in writing, setting forth the specific facts, signed by the grievant, and addressed to the Election Committee within seventy-two (72) hours after the grievance has arisen. Appeals from an adverse decision of the Election Committee may be further appealed as per Article 12. Section 8 and 9 of the APWU, AFL-CIO, National Constitution.

Newly elected officers will be installed at the next regular New York Metro Area Postal Union meeting after the Election Committee has certified the election.

The above rules are not all-inclusive. The Election Committee, as needed, may issue additional election rules or clarifications during the nomination and election period.

CALENDAR

Wednesday, March 21

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)

Wednesday, April 18

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)

Wednesday, May 16

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 01/01/2018	\$ 804,068.03
Total Revenue January 2018	\$ 144,851.43
Total Operating Expenses January 2018	\$ 102,303.80
TOTAL NET INCOME	\$ 566.79
Closing Balance as of 01/31/2018	\$ 804,634.82

Join Metro at the Universoul Circus!

Tickets \$21 through the Union office

Brooklyn

Aviator Sport Center

3159 Flatbush Ave, Brooklyn, NY 11234

Saturday, March 31 @ 12:00pm

Queens

Roy Wilkins Park

Roy Wilkins Park, Merrick Blvd, Jamaica, NY 11434

Saturday, April 21 @ 12:00 PM

Coming to Newark soon!

COMING NEXT ISSUE

Arbitration WIN!

Arbitrator Tim Brown ruled that management is in violation of the contract by placing non-APWU represented injured workers into Clerk Craft jobs. Our NY Metro Local initiated this grievance to protect clerk craft work and duty assignments, which are under wholesale attack. ☐

More dangerous than a thousand rioters – CHICAGO POLICE

continued from cover

1883, Lucy and Albert helped found the International Working People's Association (IWPA). In 1886, in Chicago, Lucy and Albert led 80,000 workers in the first May Day Parade on behalf of the eight-hour day. A few days later, Albert spoke at a rally protesting the death of seven strikers. At that same rally a bomb went off killing seven policemen. It was known as the Haymarket Massacre. Eight anarchist unionists were charged with the bombing, including Albert Parsons.

In a rush to judgment with virtually no evidence presented, they were found guilty. Albert was one of the men who was hanged. This in no way

slowed Lucy's activism. She continued to fight for the rights of women, African-Americans, and workers.

In 1905, she was a founder of the *International Workers of the World* (IWW). She became the editor of the *Liberator*. She had published her own publication, *Freedom*, beginning in 1892. In January 1915, Lucy was arrested leading the Chicago Hunger Demonstrations. The demonstrations were successful in pressuring the AFL, the Socialist Party, and Jane Addams's Hull House to take part in the massive demonstration around class struggle, unemployment and poverty planned for February 1915. Within two weeks, the government

began to act on hunger and unemployment. In 1927, Lucy began to work in defense of the Scottsboro Boys by joining the National Committee of the International Labor Defense.

Lucy Parsons continued to be an activist for her entire life, which ended when she was killed in a house fire at the age of 89. Upon her death, the FBI confiscated all her books and records. At times, Lucy worked with anarchists, socialists, and communists. She was forever committed to the rights of women, workers, African-Americans, and free-speech. That was what defined her life. ☐



New York Metro Area Local, APWU
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BUG

Periodicals class
POSTAGE PAID
at New York, NY

VOTE! NY METRO AREA POSTAL UNION OFFICER ELECTIONS *Page 10*

STAY IN TOUCH WITH YOUR UNION:

Sign up for Metro email blasts. Get the latest information including regular reports from NY Metro leadership.

Fill in below and give to any NY Metro officer or steward or mail to NY Metro Area Postal Union,
350 West 31st Street, 3rd floor, New York, NY 10001.

NAME: _____ FACILITY: _____

ADDRESS: _____

PHONE: _____ EMAIL: _____

COMMENTS/SUGGESTIONS: _____
