



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.

The labor movement suffers a great loss: **Trumka dead at 72**



Richard Trumka joins APWU officers at opening of contract negotiations, 2/19/15

See page 6

HUGE UNION WIN: \$10 MILLION & 25 JOBS
See pages 2 and 9

The thank you, you never get!



Jonathan Smith

By now I'm sure that you have heard about the 10-million-dollar settlement NY Metro won for the NY District clerk craft employees. Our phones have been ringing non-

stop. What bothers me is the tone of the phone calls we receive from the members and the audacity of non-members asking, am I included in the settlement? When am I going to get my money? About time the union did something for me.

All I can do is shake my head in complete disgust. When I filed this grievance back in 2017, it was because I found out that NY District management was placing Carriers and Mail handlers on limited duty assignments into clerk craft jobs. The key phrase is I found out not because it was reported to the union by a clerk craft employee. Why would we watch another craft doing our work? In fact, during my investigation, I was told by many of the clerk craft employees that they were ok with watching these employees from other crafts do their job. We are short on staff and it's just too much work for us to do. My questions are, why would they hire more clerks if you are allowing others crafts to do your work? Where are you going for 8 hours? Those wanting OT just let that opportunity go out the door.

If I'm going to tell the whole truth, the clerks would not even give

me a witness statement as to what they observed/witnessed. So, when you ask what happened to all the clerk jobs, look in the mirror and say to yourself, I gave them away because I was either too lazy or thought I was getting over by having someone else do the work I was hired to do.

Despite the obstacles put in my way by the very people I was trying to protect and now are benefiting from the results of this grievance, I filed the grievance anyway, so you might ask how the union won if the clerks didn't cooperate. I decided I would build the case on contractual language and management interviews. Management refused to provide the union the information we requested which clearly indicated they were hiding something. I used just five carriers and mail handlers (class action) as an example of what I was sure was a bigger violation. A long story short, once the union proved that the violation exists, now the arbitrator made management give the union the information we were originally denied and boy did we hit the jackpot, NY District management had well over a hundred of these non-clerk employees doing clerk work.

What was more shocking was how could this be, the union hadn't gotten any calls from the members to complain about this happening right in front of their face. If this was OT, my phone would be ringing off the hook. Management has reverted jobs in the very stations where this was happening, and no one said

anything. Why? Have we become so complacent that management can take our jobs without even a fight?

I am proud that I filed this grievance, not because we won 10 million dollars but because we won 25 newly created duty assignments. There is a good chance that these duty assignments will become residual vacancies and we can convert some more PSEs and change their life forever. So next time you ask what has your union has done for you, I hope you remember this story –not because we won 10 million dollars but because we possibly changed 25 lives.

Sometimes you have to say you're welcome for the thank you, you never get! ☹️

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Flo Summergrad, editor
Chuck Zlatkin, acting managing editor
Bernadette Evangelist, graphic designer
To contact your officers, call 212.563.7553.
www.nymetro.org

- President**
Jonathan Smith Ext. 108
- Executive Vice President**
Vacant
- Dir. Ind Relations**
Edward Dalton Ext. 106
- Secretary-Treasurer**
Joseph Martir Ext. 107
- Dir. Organization**
Diane Erlanger Ext. 105



LEGISLATIVE AND POLITICAL REPORT

Swimming upstream

By Chuck Zlatkin, Legislative and Political Director

The Bad News

It is official—the USPS will implement First-Class Service Standard changes on October 1, 2021. The plan slows down first-class mail delivery by 1 - 2 days as supposedly part of a way to reduce overall costs. The Postal Regulatory Commission didn't come out strongly enough against it. The Postal Board of Governors approved it before the three new Biden appointees, Anton Hajjar, Ron Stroman, and Amber McReynolds, arrived. The Postal BOG heard the new members and whatever objections they had to the plan and ignored them. Ron Stroman spoke out at the Public BOG meeting and went against historical precedent by being critical of the BOG for implementing this deeply flawed plan that will damage fulfilling the Postal Service's mission for very little financial return. Anton Hajjar also spoke. After a great deal of praise for PMG DeJoy and the BOG members, he was critical of the plan because he could get no documentation for the alleged financial saving by the Postal Service abandoning use of air travel for the mail and he felt that the changes should have been delayed until there was justification for the financial savings claimed.

And most certainly Congress was not about to pass any laws to stop it.

The Biden administration could fire those members of the BOG in favor of the slowdown for not doing their jobs, and name new pro-public Postal Service as governors so that

they could reverse the changes before October 1, but that is not going to happen either.

The Almost Good News

The Postal Service Reform Act of 2021 is still alive in both houses of Congress. HR 3076 and S 1720 were introduced with bi-partisan support and were acted upon supportively in committee in both houses. In the House, the Oversight and Reform Committee marked up and moved the bill, but it still had to go before the Ways and Means and Energy and Commerce Committees before it could be voted on by the full house. In the Senate, S 1720 was introduced by the Homeland Security and Government Affairs Committee and now has 25 co-sponsors.

As of press time, the bills have not yet come up for votes, but a large part of the delay may be attributed to technical changes in the language of the bill that are needed for the advancement of Medicare integration. It is also feared by some that Republicans will be restrained in support of the bill if action is taken against Postmaster General DeJoy. This is a sad state of affairs, if legislators' reason for supporting Postal

reform is because of party loyalty and not loyalty to their constituents who depend upon the public Postal Service. This may be part of the reason that the national postal unions are reluctant to criticize DeJoy, let alone call for him to be fired.

There is still real hope that these essential bills to maintain the Postal Service will eventually pass both Houses of Congress and be signed into law by President Biden.

PRO Act News

The PRO Act was a major agenda item for recently deceased AFL-CIO President Richard Trumka and the entire AFL-CIO. Trumka felt that this was essential legislation for the well-being of workers and the future for a vibrant unionized workforce in this country. The PRO Act will hold employers accountable when they violate workers' rights. It will allow workers to recover full back pay, front pay, consequential damages and additional damages equal to double the owed amount. The PRO Act imposes civil penalties up to \$50,000 per violation and provides a private right of action for workers who want to enforce their rights in court. It holds employers personally liable when they know about violations but refuse to address them. It also contains much more for workers' rights! The APWU says that the United States' labor laws are outdated and in need of reform. The PRO Act presents the opportunity to reverse course and finally empower America's working class. ☐



No joy for the Postal Service with DeJoy as PMS

By Chuck Zlatkin, Legislative and Political Director

It has been well over a year since Louis DeJoy was made the 75th United States Postmaster General (PMG) by the Postal Board of Governors (BOG). In that year, DeJoy has been making news. Unfortunately, it hasn't been for his improving mail service or his making working conditions better for postal workers. DeJoy is a "celebrity" because he is constantly involved in one apparent scandal after another. But none of that matters to his supporters.

DeJoy is a cunning player. While he has been targeted to be fired by the media, non-governmental agencies, and members of Congress, DeJoy has managed to "fool" members of the Postal BOG, the Biden Administration, members of the Postal Regulatory Commission (PRC), and heads of major postal unions into believing that there is something "positive" in what he is doing as Postmaster General.

DeJoy's supporters aren't concerned at the way the PMG skates around the law and standards of ethics while enriching himself at the Postal Service's expense. This comes while he is under investigation by the FBI. His supporters seemingly aren't bothered that he has been able to funnel \$120 million from the USPS in a new contract to companies that he once owned, and that he still receives millions from today.

The Washington Post and Forbes report that, "DeJoy and entities linked to him have divested between \$65.4 million and \$155.3 million of XPO shares since he became post-

master general; his family businesses still lease four buildings to XPO that the Post reports "could net DeJoy's companies up to \$23.7 million over the next ten years." CNN reports that outside experts are "shocked that ethics officials at the postal service approved this arrangement, which allows DeJoy to keep at least \$30 million in XPO holdings."

It apparently doesn't trouble them that DeJoy receives ultimate support from the Chair of the Postal Board of Governors, Ron A. Bloom, a Democrat, while DeJoy personally managed to purchase \$305,000 in bonds from Brookfield Asset Management, a firm that has Bloom as a managing partner. The Washington Post reported that Brookfield Asset Management (BAM) owns \$500,000 in shares of XPO. Postal Service spokesperson Jeffrey Adams told the Washington Post that "DeJoy's Brookfield bond purchases adhere to ethics regulations because the Postal Service does not do business with the firm."

Fortunately for the people who depend upon a public Postal Service, there are voices calling out against the DeJoy's reign. Congressman Bill Pascrell (D-NJ) has been a loud and consistent voice for the firing of DeJoy as PMG. On August 16th, he wrote to President Biden calling for him to fire the members of the BOG who support DeJoy so that DeJoy can be fired. Common Dreams reports that Representative Gerry Connolly (D-VA), Chair of the House Subcommittee on Government

Operations, said, "Louis DeJoy is a walking conflict of interest. . . He had no business being named Postmaster General, and he has no business continuing to serve." Connolly added, "It's long past time to #FireDeJoy."

At the August public meeting of the Postal BOG, Ron Stroman, the former Deputy PMG, who resigned when DeJoy became PMG and is now a new member of the Postal BOG, said of DeJoy's plan that it is "strategically ill-conceived, creates dangerous risks that are not justified by the relatively low financial return, and doesn't meet our responsibility as an essential part of America's critical infrastructure. . . The relatively minor savings associated with changing service standards, even if achieved, will have no significant impact on the Postal Service's financial future."

At the most recent meeting of the APWU Presidents' Conference, a resolution was passed stating that the 138 local presidents in attendance were calling upon elected officials to remove Louis DeJoy as PMG because of his ineffectiveness.

New York Metro Area Postal Union and its President Jonathan Smith have called for both the firing of Louis DeJoy as PMG and the replacement of Ron A. Bloom on the Postal BOG immediately.

The question remains to all the supporters of Louis DeJoy: Is there anything more that he could do to cause you to call for his firing as PMG, or does he have your undying support no matter what? ☒

Welcome, more new stewards

NY Metro Area Postal Union has just certified 7 more new stewards, and they are very needed. The week of August 2 – 6, President Jonathan Smith conducted intense training to get these stewards ready to roll.

They come from every area of our union—both NJ facilities, Manhattan and the Bronx. They come from every craft—Clerk, Motor Vehicle, and Maintenance.

Young and energetic, they will boost the morale of the current stewards by bringing new voices and ideas to help fight management on the work floor.

Coming right behind the last group:

Heywana Fitzgerald—NJI NDC Clerk

Denisha Dobbins—Park West Manhattan Clerk

Jose Narvaez—DVD Maintenance

Natalie Anderson—DVD Maintenance

Victor Carpentier—Morgan Clerk

Ayana Holmes—Cornell Bronx Clerk

Berrice Franklin—MVMF Motor Vehicle

Front row, L to R: Jonathan Smith, President, Berrice Franklin, Jose Narvaez, Natalie Anderson / Back row, L to R: Ayana Holmes, Victor Carpentier, Heywana Fitzgerald, Denisha Dobbins



Attendance attack without just cause

Supervisors can't discipline without "just cause." Management must ask: *Is there a rule? Is it a reasonable rule? Is it equitably and consistently enforced?* At the NJ NDC, the answer is no, no, and no.

Due to COVID, there have been modifications of postal attendance rules. These include self-quarantine, and "If you're sick, stay home." USPS/APWU MOUs on liberal leave, childcare, and other protections have been extended as the deadly virus has not gone away.

But, overnight, NDC supervisors are rushing to issue discipline for attendance without just cause. Workers feel ambushed with a barrage of newly enforced "rules." Supervisors are browbeaten for following COVID-era postal policies

and commanded to take unjust actions and issue AWOLs. Everyone's safety is jeopardized when people who are ill or exposed to COVID are afraid to stay home.

EFEL funds to help postal workers affected by COVID have been handled inconsistently. When virtual schools closed for the summer, NDC management disapproved all EFEL for childcare. Those out on approved EFEL received threats to return to work or else. EFEL was cancelled, plunging employees into a LWOP status. Supervisors and managers were forbidden to approve LWOP without going through the Plant Manager.

A blanket policy of denial hurts those who need leave most. The contract and common sense require

supervisors to review attendance on a case by case basis. If new workers were not informed of a rule (like a special list for holiday scheduling), the supervisor has to take some responsibility. "Everybody knows that!" is not true or reasonable.

Management at all levels is scared. Fear creates a hostile work environment. There is more concern with holding PDIs (Pre-Disciplinary Interviews) than with moving the mail. Intimidated supervisors have no independent authority to decide on leave approval or discipline. The union is fighting. But take responsibility. Watch your rings at the time clock. Call if you can't come in. Document. Keep copies. Get a signed 3971, not a verbal ok. Grieve every AWOL. Ask for a steward! ☑

MAJOR LOSS TO THE WORKERS' MOVEMENT:

Labor leader Richard Trumka dead at 72

By Chuck Zlatkin, Legislative and Political Director

Richard Trumka, President of the 12.5 million member AFL-CIO, died on August 5, 2021 at the age of 72. The entire labor movement was shocked by the sudden death of Trumka, the leader of the 56 independent unions that make up the AFL-CIO. He was President of the labor federation for twelve years. John Nichols wrote in *The Nation*, “Trumka worked to forge a more inclusive and visionary labor movement.” He was always a good friend and ally to postal workers and the APWU.

APWU President Mark Dimondstein said of Rich Trumka, “Postal workers will remember that under his leadership, the AFL-CIO fought beside us in our many struggles—from our Stop Staples campaign, to our collective bargaining with Postal Service management, to our heated battles to prevent postal privatization. He was a regular and inspiring presence at APWU pickets and demonstrations, and he addressed and inspired the APWU national convention on numerous occasions.”

Trumka started out as a third generation coal miner in Pennsylvania, working his way through school. After college, he went to law school and then became a staff attorney with the United Mine Workers of America (UMWA) in Washington, DC. Trumka was elected to its Executive Board from his district in 1981. In 1982, at the age of 33, Richard Trumka became President

of the UMWA.

Under Trumka’s leadership in 1989, the UMWA engaged in a successful nine-month strike against the Pittston Coal company because the company refused to pay into the retirement and health fund that had existed since 1950. In 1993, under Trumka’s leadership, the UMWA launched a nationwide strike against Peabody Coal.

The most remarkable actions by Rich Trumka as the young President of UMWA included his creating international solidarity between his union and the National Union of Mineworkers in South Africa by supporting their boycott of the Royal Dutch Shell conglomerate. Trumka became a leader in the fight against the apartheid regime in South Africa.

From John Nichols in *The Nation*: “Trumka chaired the US boycott committee, playing a critical role in getting other unions on board and, with TransAfrica’s Randall Robinson, became one of the most outspoken advocates for the economic struggle against apartheid. With Robinson, the UMWA President urged the American Federation of Labor-Congress of Industrial Organizations to support the boycott, explaining, ‘Without Shell, the South African government could not withstand the pressure and would fall. They are the pillar. That company, more than any other, is propping up the government of

South Africa.’ Trumka then toured the country to rally support for the boycott and the broader fight against apartheid, telling union crowds that they had to join this struggle.”

Rich Trumka was a fighter for the working man, understanding that it was a struggle of both class and race. “There’s no evil that’s inflicted more pain and more suffering than racism, and it’s something that we in the labor movement have a very, very special responsibility to challenge,” he said. “It’s our special responsibility because we know better than anyone else how racism is used to divide working people.”

Richard Trumka became Secretary-Treasurer of the AFL-CIO and then moved on to be its President for 12 years. There was some speculation that he was contemplating retirement before his untimely death.

Some disagreed with his emphasis on labor supporting electoral politics and the Democratic Party leadership. His critics felt that there needed to be more concentration of focus and resources on building union membership among workers. But no one questions that Rich Trumka was an extraordinary leader who stood up for what he believed. Unlike AFL-CIO Presidents who never walked a picket line, Trumka was a proven warrior. His contributions to the labor movement will live on for generations to come. ☐

12 APWU Local 10 Scholarships Awarded

It is always a pleasure to see our youth headed for a bright future. These 12 students were awarded scholarships of \$2000 for their education. Two of the winners are members who are continuing their schooling. The other ten are children of proud postal parents who have worked hard to give their children opportunities. NY Metro Area Postal Union, which administers the APWU Local 10 scholarships through the Union Plus Education Foundation, believes this is a worthwhile benefit for our members. We encourage all NYMAPU members to apply in the future for themselves and their children

The 12 winners were determined on July 9, 2021. They and/or their parents were given a plaque and a check in small ceremonies at the NY Metro office on July 28, 29, and August 6. Congratulations to all. 🎉

Mary Phan (1), daughter of NDC Clerk Chi Nguyen / Sarah Smith (2), daughter of NDC MH Kevin Smith
Destinee Bell (3), daughter of DVD Clerk Sharon Williams / Vincent Phan (4), son of NDC Clerk Chi Nguyen
Abeera Saeed (5), daughter of Morgan Clerk Muhammad Akhtar / Hafsah Saeed (6), daughter of DVD Clerk
Mohammed Saeed / Victoria Negron (7), daughter of Columbus Circle Station Clerk Herbert Negron
Melbourne Tang (8), daughter of NDC Clerk Yueming Zhong
Christina Whittingham (9), daughter of Triborough Station Clerk Carla Robinson
Tati-Anna Robinson (10), daughter of Morgan plumber Marshall Robinson
Gileene Mullings (11), Clerk at Cornell Station / Carmelo Quinones (12), Clerk at Murray Hill Station



(1)



(2)



(3)



(4)



(5)



(6)



(7)



(8)



(9)



(10)



(11)



(12)

COVID's not over! Mask up!

On July 16, 2021, the Postal Service issued an instruction changing the COVID face covering policy. Deputy Postmaster General Tulino claimed that “This policy update has been shared with the leadership of our national unions,” but this is not true. This was done unilaterally by the USPS.

The APWU issued a letter saying a face mask requirement should still be necessary. The July 26, 2021, message from Mark Dimondstein and Vance Zimmerman has been disseminated by our own local, NY Metro. It states:

“We still encourage all employees to wear masks when they cannot socially distance—vaccinated or not.

There has been a recent spike in COVID-19 cases with the Delta Variant. . . . The Delta Variant of COVID-19 is extremely contagious and dangerous, especially amongst the unvaccinated.” There has been a huge surge in recent weeks and the number of postal employees under quarantine has been increasing at a frightening rate.

“Based on this, the APWU is encouraging all Postal Employees to continue practicing the things that can protect one from contracting and spreading this disease. Wash your hands regularly, continue to social distance whenever possible, and wear a face covering. The APWU will continue to encourage face cov-

ering wearing in all facilities where Postal Employees work. . . .

“While the APWU has insured that the USPS does not institute a mandatory vaccine policy, we do encourage all eligible people to receive a COVID-19 vaccine. The science and statistics show that people who are vaccinated have a much lower risk of contracting the disease, spreading the disease, being hospitalized or dying from COVID-19.

“The COVID-19 pandemic is far from over. While all of us are suffering from some level of ‘COVID Fatigue’ now is not the time to relax the precautions one can take to prevent contracting and spreading COVID-19.” ☐

Outsourcing STCs to a third party = privatization

July 9, 2021, USPS to APWU: “After carefully considering the relevant factors found in Article 32 of the National Agreement, the Postal Service has made the decision to outsource Surface Transfer Center (STC) operation in the following locations and to contract with a third party to establish and staff new STC facilities.” Translation: the work will be done in non-postal facilities without postal employees.

The locations include the STC currently fully operational at the

NJI&NDC. The letter concludes that “No significant impact on the bargaining unit is anticipated.” This is a lie!

The STC operation at the NJ NDC involves 24/7 service and was recently expanded into “STC South” in the Bulk. This covers nearly 50 truck bays and the needed Bulk Mail Dock Clerks, truck drivers, maintenance and mail handlers.

Contracting it out will have an extremely detrimental impact on

postal workers and on service to the customers.

The Union has contacted our U.S. Congressman Bill Pascrell and both U.S. Senators from New Jersey—Senator Cory Booker (D-NJ) and Senator Robert Menendez (D-NJ) to fight to keep this work for the NJI&NDC. In past years, our elected officials have stood behind the postal workers in this facility, and we believe they will do so again. ☐

Huge Union win! \$10,000,000 and 25 jobs

After years of pursuing a lengthy and well-documented grievance, NY Metro Area Postal Union has won big time! After repeated meetings with Arbitrator Brown, the Postal Service will have to pay out \$10 million dollars -- \$9,000,000 to be shared by the aggrieved members and \$1,000,000 to the Union. For the violation of crossing crafts in giving clerk work to non-APWU bargaining unit employees, the USPS must pay financially and also create 25 clerk jobs – a significant number for the craft.

This grievance was filed in 2017 and could have been resolved easily if NY district management (covering the Bronx and Manhattan) had simply complied with the rules and placed limited duty employees in other jobs.

Management delayed resolving this case in numerous ways – refusing to give the union the requested information; refusing to obey the contract; and then, refusing the chance to work out the remedy with the APWU. Instead, the Postal Service forced the case to go to arbitration, which they lost. Then they forced a second arbitration in 2019 to address the remedy for the violation. And finally, to avoid yet another costly and unnecessary arbitration, on August 6, under Arbitrator Brown, APWU NBA Pete Coradi and USPS Field Labor Relations Director Jill Miniard signed off on a pre-arb settlement.

The union will be reimbursed for the costs of the needless arbitrations. In addition, the effected

employees will receive a lump sum settlement payment. The payees have yet to be identified and this will take some time to get it right. Be aware, NJ members, that this grievance and settlement only affect those working in NYC (Manhattan and the Bronx) at the time of the violation.

Most important, 25 full time clerk craft jobs will be established as part of the resolve. While it is always satisfying to make the Postal Service pay, the jobs benefit our entire craft and all of NY Metro. At time when we are losing clerk jobs, this is a very important win.

Congratulations and thanks to Jonathan Smith, who filed the original grievance, and to National Business Agent Pete Coradi who won and resolved the case for the APWU! ☑

PPA Conference: Good communication gets members involved

The APWU Postal Press Association is unique to our national union. Among the hundreds of APWU Locals with newspapers and websites, the PPA acts as a guide and a connector.

Information, cartoons, and APWU ads are sent to the editors and our publications are posted on the PPA website. The PPA is also a source for legal information to help avoid lawsuits on slander and election law.

Once every two years, the PPA holds a conference where the editors can meet each other, share ideas, and attend workshops to learn how to do better. There is also a

contest for the best work of the preceding 24 months. [*The Union Mail* won 2– the maximum.]

Due to COVID, this year's conference August 4-5 was conducted on Zoom. Union Mail editors Flo Summergrad and Chuck Zlatkin participated in workshops. PPA President Tony Carobine introduced the conference by reminding us of the importance of good communication in getting members involved. We improved our knowledge of how to communicate on social media, websites, podcasts, and publications. It was stimulating to learn how other postal unions

have gotten members excited and involved.

A major concern was the crucial importance of bringing young members on board and giving them the reins. Many of our youth are adept at using social media, websites, video, and other communication tools. How do we translate those skills into building our union? NY Metro has begun a Young Leaders of the Future Committee which has this same goal. Flo and Chuck (young at heart) hope to bring some of the ideas from the PPA workshops to the Committee as we get started. ☑

POSTAL PRIDE

Church Street workers survived 9/11

This is the 20th anniversary of the attack on the WTC. Deborah Bethea, now NY Metro's Coordinating Vice President, remembers that day.

9/11/2001 is the day I will always remember. As employees and myself exited Church Street Station employee entrance, we could see bodies falling from the World Trade Tower. As we stood there and watched, a supervisor was actually telling employees to go back into the building.

As one of the shop stewards at Church Street, the employees turned to me for answers as to what they should do. I directed everyone to go home. Those who lived in New Jersey, Staten Island, and Brooklyn, followed me.

As we started towards the Brooklyn Bridge, I realized it was too close and suggested that we take the Manhattan Bridge. Walking, we saw plane parts in the street, people crying, lines of people waiting to use public phones because our cell phones were not working. When we got halfway on the bridge, we watched the Tower collapse, an unbelievable sight.

When we got to Brooklyn, we saw employees who had taken the Brooklyn Bridge covered in white soot. As we embraced one another and continued to walk, people were in the streets handing us water, giving us words of inspiration. I took employees that were with me to my grandmother's apartment in downtown Brooklyn. Everyone was able to make phone calls to inform family they were safe and use the bathroom before we continued our journey trying to get home. Finally we were deep enough in Brooklyn for people to get buses to continue their trip home. The Jersey people spent the night with me.

It took management four days to contact employees and tell them to report to Morgan or JAF. After 3 years, Church Street employees were able to return to 90 Church Street. Some people never returned; it was such a traumatic experience for them. 9/11, the day we will always remember. ☒

Postal News Briefs

APWU VETERANS REFERENCE GUIDE AVAILABLE

The APWU has published a concise guide for the many Postal veterans to know their rights and benefits. It includes Leave Accrual, Wounded Warriors Leave, Employment and Reemployment Rights, Merit Systems Protection Board (MSPB) rights, Retirement credit for military service, USERA, and much more. This guide is a valuable resource and can be ordered by mail or accessed online. Information for veterans can be accessed under Vets at apwu.org



LABOR BOARD HEARING OFFICER BACKS UNION CHALLENGE ON AMAZON VOTE

In good news for labor, the National Labor Relations Board ruled that Amazon illegally discouraged workers in Bessemer, Alabama, from voting for unionization last April. The Board's recommendation is to set aside the election results and hold a new election. RWDSU President Stuart Applebaum says the hearing presented "compelling evidence" of how Amazon tried to interfere with and intimidate workers. Of course Amazon is appealing the ruling at the regional NLRB.



USPS STOPS FLYING SLOWS SERVICE STANDARDS OCTOBER 1

USPS stops flying slows service standards October 1 Stopping air mail and using only surface transport will "save money" -- apparently more important than customer satisfaction. The official USPS defense for slowing service is that the "addition of one or two days to current service standards for first-class mail and periodicals would enable the Postal Service to convey a greater volume of mail within the contiguous US by surface transportation"



In fact, studies are showing that this will have a discriminatory economic impact on the west coast and outlying states like Maine and Texas as well as discouraging billing and paying by mail.

AMAZON OPENS NEW AIR HUB

At the same time that the Postal Service is abandoning air transport as inefficient, Amazon debuted its \$1.5 billion air hub in northern Kentucky. The hub will serve as the central nerve of Amazon's U.S. air cargo operations, "allowing it to speed deliveries even further to more corners of the country." ☒



CALENDAR

Wednesday, September 15

5:30 pm

General Membership Meeting

Via Zoom

Wednesday, October 20

5:30 pm

General Membership Meeting

via Zoom

ZOOM INSTRUCTIONS

Members Only!

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

ALL COVID-19 MOUs extended through September 30, 2021

APWU LOCAL 10 BLDG. CORP

Beginning Balance as of May 1, 2021	\$1,224,923.74
Total Revenue May 2021	\$ 116,155.85
Operating Expenses May 2021	\$ 208,810.63
Total Net Income May 2021	\$ -(92,654.78)
Ending Balance May 31, 2021	\$1,132,268.96

APWU LOCAL 10 BLDG. CORP

Beginning Balance as of June 1, 2021	\$1,132,268.96
Total Revenue June 2021	\$ 399,508.26
Operating Expenses June 2021	\$ 297,879.10
Total Net Income June 2021	\$ 106,629.16
Ending Balance June 30, 2021	\$1,238,898.12

SISTERS! As an APWU member, you are a member of NY METRO P.O.W.E.R. (P.O.W.E.R. stands for 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 at 1:00 pm, the 4th Wednesday of every month. We are working on alternatives.

Diane Erlanger, Director of Organization and Chairperson of NY Metro P.O.W.E.R, told The Union Mail: "In light of the COVID 19 Pandemic, P.O.W.E.R. meetings are canceled until further notice. Stay tuned for more information."

In memoriam ☽

Dolores Young, veteran of the Great Postal Strike

On July 24, 2021, we lost one of our warriors from the Great Postal Strike of 1970, Sister Dolores Young. She began her postal career in 1963, right after the Equal Pay Act was passed and women began to enter the postal workforce and fight for their rights. In 1970, Dolores risked her job and jail by joining the illegal strike to make a better life for all postal workers.

Throughout her career, she was a shop steward, representing workers and always in attendance at union meetings. When the Post Office Women for Equal Rights (P.O.W.E.R.) was founded in 1979, Sister Young played an active role in leading other sisters to find their

strength in the union. After retiring from Morgan Station in 2009, Dolores Young never let up. She was active in the Moe Biller Retirees' Chapter and attended APWU Conventions. Over the last three years she shared the experience of her postal struggle with young members through the "Pass the Torch" video. We in NY Metro were proud when she ran in 2019 and was elected as the Northeast Region Retiree representative for the national conventions.

Even in a wheelchair, Dolores never missed a beat. Her fighting spirit will con-

tinue to be an inspiration to the sisters and brothers coming up in the ranks. She will always be a part of NY Metro. 🌸



(L) Dolores Young (Mama D) and (R) Elenor Bailey (Mama E) attending Retiree and Craft Convention in Las Vegas, 2018



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

Periodicals class
 POSTAGE PAID
 at New York, NY

HUGE COLA INCREASE IN PP19/21

The sixth COLA (Cost of Living) under the 2018 National Agreement was based on the July 2021 Index and was effective August 28, 2021 (pay period 19-2021, pay date September 17, 2021). All career APWU employees will see a significant increase of \$1.935 added to the yearly base salary. This means more money for everything calculated on the hourly pay—such

as night differential, Sunday premium, and overtime.

Per Annum	\$1,935.00
Per Pay Period	\$74.40
Cents Per Hour	\$0.93

Our negotiators are fighting right now to keep the COLA in the new contract. This helps postal workers keep pace with the rising cost of

living. It actually gets rolled into the base pay so that the six increases over the life of the 2018-2021 contract has boosted the wages of all career employees represented by the APWU. Because the COLA is a set amount for all, this roll-in helps narrow the gap between the lowest and highest paid workers, while increasing everyone's pay. ☑
