



The

Union Mail

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

May 9, 2023: Fed Up Rank-and-File Rallies at Postal HQ



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MOU SIGNED REGARDING SORTING AND DELIVERY CENTERS (S&DCs)

See back cover

Why do I pay union dues?



Jonathan Smith

A question that the members often ask me. They claim they don't see the results of their union dues, yet they pay taxes and still send their kids to private school. They pay their mortgage and home owner's insurance and still pay for repairs around their home. Why don't I hear postal employees complain about that? Unreasonable expectations of the union getting you whatever you want is killing morale among postal workers.

This article is not about blaming management; it's about holding the members accountable. I'm tired of employees complaining just to complain. Don't you get tired of people who never have anything positive to say about anything or anyone? So, let's examine some of the most popular complaints.

We need to get more money, or better raises. Every time you are asked to do something, the first thing you yell is "This is not my job; this is not in my job description." Example: Clerks don't want to do passports or be responsible for the vault (T-7s). Maintenance workers don't want to use the washing machine or do snow removal unless it's on OT. Motor vehicle drivers only want to do spotting work but don't want to help load or unload their trucks.

What does all this have in common? 1. All this work is APWU employees' work 2. You can't get paid more money for doing less 3. The more work we do, the more

essential we become, which protects our jobs.⁴ Management loves when we refuse to do the work so they can contract it out (privatize it).

Why does the union allow management to harass employees?

Here is the truth: When the union conducts an investigation into a complaint, no one will give a statement outside of the grievant himself or herself. Thus, the case becomes the grievant's word against management's word. But the burden of proof is on the union. We can only win with evidence not accusations. Evidence means back-up from witness statements. But you blame the union even though your co-workers watch management harass you and choose to say nothing.

Why does management get to write us up? Even with FMLA protection, the #1 grievance is attendance.

Stewards have to defend countless excuses for not coming, for not calling, for not documenting. If you owned a company, what would be your expectation of the employees who work for you? You couldn't find a babysitter, because mommy and daddy said no, but it's the union's fault. You disappear for a month, return to work with no documentation, but it's the union's fault when management suspends you.

When your steward has managed to keep your job with no help from you, it's the union's fault when you are finally facing a removal. Think about it: If your significant other just disappeared for a month and came back home, didn't tell you where they were at, or what they were doing, would you find that behavior acceptable?

The reason you can have poor attendance and still have your job is because of the union. The reason you can keep complaining about what isn't your job and not get fired, is because of the union. The only reason you have a babysitter, car, apartment/house, a pension, health insurance, vacation, etc. is because of the union.

It's time to stop taking your job and your rights for granted. You didn't do a damn thing to earn these benefits. You have them because of our forefathers and foremothers who marched, protested, lobbied Congress and, yes, went out on strike. You have them because your officers and stewards are keeping up the fight. This is why it's called "paying your dues." **IT'S THE VERY LEAST YOU CAN DO!** ☑

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LEGISLATIVE AND POLITICAL REPORT:

Standing up to Louis DeJoy

By Chuck Zlatkin, Legislative and Political Director

It is amazing how many people now sing the praises of Postmaster General and Chief Executive Officer of the Postal Service, Louis DeJoy. It wasn't too long ago that DeJoy was expected to be fired or, at least, forced to resign as PMG because of the questionable actions that he had taken in the past.

Don't underestimate the residual effect of donating millions of dollars to the Republican Party and the campaign of Donald Trump in sustaining DeJoy's popularity. But more than that, DeJoy's support for the passage of the Postal Reform Act, signed into law by President Biden on April 6, 2022, was huge. Political analysts point to DeJoy as being essential in garnering sufficient Republican support to get the legislation passed. This generated respect for DeJoy from both sides of the aisle.

And as discussed in earlier columns, DeJoy has even collected support from the national postal unions' leadership, despite his long history of anti-union and anti-worker behavior. It is amazing what 1.3% increases and the hiring of thousands of career employees will do in blinding union leaders to the long term threats to their membership in DeJoy's Delivering for America 10-year plan. Louis DeJoy may be a lot of things but he isn't stupid.

The change in DeJoy's reception was even evident in Congress. When the PMG testified during a House Oversight Subcommittee on Government Operations and Federal Workforce hearing on May 17, 2023,

he received praise from both parties for his recent effort. This was a far cry from his last appearance before Congress two years earlier when he was blasted by representatives for his initial actions as Postmaster General.

One thing is for certain, acceptance by former critics has not mellowed Louis DeJoy. He is still going after his perceived enemies with vigor. DeJoy believes that he should have full reign in making the "necessary changes" in the Postal Service that he details in his 10-year plan. He has stated that the Postal Regulatory Commission (PRC) has exceeded its authority and he even "joked" that it should be eliminated.

The PRC was created by the Postal Reorganization Act of 1970 as an independent agency to exercise regulatory oversight over the Postal Service. It received additional powers under the Postal Accountability and Enhancement Act of 2006.

Recently a white paper was published, *A Next-Generation, Proactive Postal Regulatory System*. This was written by the current PRC Chairman, Michael Kubayanda; former Republican Representative from Virginia, Tom Davis; and David Williams, who was both the former Inspector General of the USPS and former member of the PRC. They make a compelling case that the PRC is much too small, underfunded and lacking the tools necessary for it to do its job effectively.

They respond to DeJoy's comments directly: "Recently, there have been concerns from a few quarters

about the postal regulatory system. The dissatisfaction presents challenges as well as opportunities for improvement. The Postmaster General, for his part, wondered aloud whether the Postal Regulatory Commission is necessary. The comment may have been made in jest and to prod the Commission to act expeditiously, although he followed it up with scathing criticism of regulatory oversight during a Congressional hearing."

Kubayanda, Davis and Williams dispute DeJoy's assertions and make a compelling case for the need to have strong regulation of the Postal Service. They call for the PRC to be given the tools, resources and funding necessary for it to carry out its function now and into the future. While DeJoy would prefer no supervision to his reign, the PRC needs to be prepared to oversee a Postal Service in the future. As the paper states, "The postal community will need to tailor innovative solutions for this changing market, rather than rehashing old answers which may no longer be appropriate."

There are still publicly minded people committed to strong oversight for the Postal Service who have not been fooled by DeJoy into thinking that he is the answer for the Postal Service in the future. In the fight to save the public Postal Service, there is a definitive role that the PRC can play; that is why it is urgent that the right people serve on the Commission. ☐

PART 8

The Great Postal Strike of 1970: CHAPTER 1

By Chuck Zlatkin, Legislative and Political Director

In 1970, the average family of four in the United States was making \$11,700. In 1970, the starting salary for postal workers was \$6,176, and after 21 years, it rose to \$8,442. In the late sixties in New York City, there had been successful strikes by transit workers, teachers, and sanitation workers. They were all city workers and postal workers were federal workers. It was against the law for federal workers to strike; it was even against the law for federal workers or their unions to speak of striking. But it was the 1960's, with mass protests for civil rights and against the Vietnam War, and growing movements for women's rights, gay rights and environmental issues. Protests and demonstrations were common occurrences. This was the environment that postal workers found themselves in.

The main impetus that led to the eventual strike was Congress voting itself a 41% pay increase which was followed by President Nixon issuing an executive order granting postal workers a 4.1% pay increase. This was followed immediately by protests in New York City. 400 postal workers demonstrated in front of Grand Central Post Office chanting, "No Mail Monday!" In Brooklyn, letter carriers who were peacefully protesting were attacked by police who clubbed them while crossing Tillary Street.

The leaders of the postal unions held a press conference stating that they were opposed to striking because it was against federal law, but they warned that postal workers



were upset in receiving a pay raise that was far below the rise in the cost of living. Despite the reluctance of the union leaders, over 2,000 postal workers demonstrated in front of the main post office located on 8th avenue between 31st-33rd streets calling for a strike.

Moe Biller, who was then President of the Manhattan-Bronx Postal Union said, "The Post Office thinks we are kidding when we warn about possible wildcat strikes. But anything could light the tinderbox." The morale among postal workers was low, not just because of inadequate wages but because of poor working conditions. And even though postal workers were unionized they weren't able to bargain collectively.

While postal workers were concerned with their issues, the federal government, first under Lydon Johnson's administration, then under Richard Nixon, were focused on transforming the post office from a Cabinet-level agency to an independent, federally-owned agency. Legislation got nowhere because of the lack of cooperation from the postal unions. The Nixon administration reached out to James Rademacher, the President of the

NALC, to come up with a bill that would satisfy both the unions and the Nixon administration. The legislation, introduced by Rep. David Henderson of North Carolina, was voted out of the House Post Office and Civil Service Committee on March 12, 1970, by a vote of 17 to 6. Moe Biller came out against the bill calling it a sellout. The leadership of the NALC was supporting it. But it became clear immediately that the rank-and-file membership of the NALC opposed the bill and their local and national leadership. At their union meeting, the members demanded a strike vote be taken. The strike vote was scheduled for March 17, 1970. It was taken at night. The vote was 1500 in favor of the strike and 1,000 opposed. The NALC was scheduled to strike at 5AM on March 18, 1970. Biller had hoped to take a vote of his membership, but the carriers were going ahead, and when asked if his members would honor the picket line of the NALC, Biller said, "It is illegal for me to direct the members not to cross the picket lines, but I am sure that as good union members, they will respect any picket line."

Biller insisted that a secret ballot of the MBPU members would be taken. It was scheduled for March 21 at the Manhattan Center. There were 8,242 in favor of striking and 940 opposed. The MBPU, which hadn't crossed the picket line of the NALC, was now officially on strike as well.

[See next issue of *The Union Mail* for *The Great Postal Strike of 1970: Chapter 2*]

My experience at the NYS Educational Conference

By Shayna Smith, MVS Shop Steward at the Manhattan VMF

I'm grateful to have had the chance to attend the NYS Educational Conference. I had the opportunity to participate in the Grievance Procedure, Workers Injury/ Illness (OWCP/ FECA) and Fighting Discipline courses. All the information I've gathered from the courses has helped give me a better understanding of my role as a shop steward and will assist me with filing and winning grievances.

Significance of the Grievance Procedure

The significance of the Grievance procedure course was instructed by MVS assistant Director Kenneth Prinz and MVS NBA Rick White.

They stressed the most important part of the grievance besides the body of the investigation is the "timeliness," of the grievance. They went on to discuss the 4 steps of a grievance: statements; the list of violations; how or if they were violated;

information that should be collected etc. They also went in depth with Article 13 of the CBA & the LMOU which addresses the assignment of ill or injured regular workforce employees.

Analyzing Workplace Injuries (OWCP/ FECA)

Analyzing Workplace Injuries (OWCP/ FECA) information was presented by Sue Carney, retired APWU Human Relations Director.

Sue educated the class on different types of claims such as Traumatic, Occupational Disease & Recurrence claims. She went on to discuss worker compensation policies, forms for specific illnesses/ injuries such as CA-1, CA-2, CA-5, CA-16 etc. She specified the importance of "causal relationship," which is to show how it has to be medically proven -- that "X" work factor caused or contributed to the onset or worsening of "Y", the

diagnosis.

Fighting Discipline

Fighting Discipline was presented by Dave Sarnacki (NE Area Maintenance NBA) & Bernie Timmerman (NE Area Clerk NBA).

This class directly addressed Article 16 of the CBA: the responsibility of the union, information requests, Just Cause, Weingarten Rights, review & concurrence, paper suspensions, Last Chance Agreement, etc. They also discussed the 4 steps of fighting a discipline grievance: timeliness, interviews, statements, steward notes & documents. Something I personally took away from this class is that management always has the burden of proof in a discipline case.

General grievance advice

In the words of Motor Vehicle Craft Assistant Director Kenneth Prinz: "It's not what we can say, it's what we can prove." 📄

Liz Powell honored

On June 10, 2023, the Brooklyn Area Local and NY Metro jointly sponsored a banquet and dance in honor of Sister Liz (Elizabeth) Powell. Liz broke the "glass ceiling," by becoming the first woman President of her Local, the first female Regional Coordinator, the first woman on the APWU National Executive Board, and the first female Secretary-Treasurer of APWU.

But Liz was not just about her own career. She wanted to help ALL union women to shine. In addition to APWU and P.O.W.E.R., she has been a force in the Coalition of Black Trade Unionists (CBTU), the Coalition of Labor Union Women (CLUW), and organizations all over the world.

NE Regional Coordinator Tiffany Foster wrote, "Trailblazer, Motivator, Teacher, Mentor,

Peacemaker, Glass Ceiling Breaker, Activist, and Keeper of Peace. . . This is Liz." 📄



Fed up rank and file rallies at Postal HQ: “Better postal staffing/Better postal service”

May 9, 2023 – APWU members from a number of locals filled the plaza in front of USPS Headquarters at L’Enfant Plaza in Washington DC. The Presidents’ Conference had picked this date because it was the quarterly meeting of the Postal Board of Governors in that building. As the 4pm meeting time got nearer, Postal Inspectors and DC police were on the scene to protect PMG DeJoy and the Governors, who were snuck in through a side door to avoid the demonstrators who filled the area in front.

A lively and colorful crowd carried signs and chanted. The tried and true APWU slogans made it clear that the objective of the rally was to stop the deterioration of mail service to the public. “Stop Delaying America’s Mail!” “Keep them Open! A community right!” “Whose Post Office? The People’s Post Office!”

The rally was intended to get the public’s attention that problems with their mail delivery is not the fault of postal workers but comes from the negative effects of PMG’s Ten Year Plan. This plan is ironically titled, “Delivering for America,” when it has already resulted in higher prices and poorer service. Signs explained: “Better Postal Staffing! Better Postal Service!” There were chants of: “Luis DeJoy has got to go!”

Some creative signs were added to the mix. “We got on the bus so the Post Office won’t be thrown under it!”

When the four buses from NY Metro (2 from NYC; 1 from DVD; and 1 from the NDC) arrived at USPS Headquarters, the site was already filled with APWU signs. We were greeted with enthusiasm by members of APWU Locals from the Northeast, Eastern, and Southern Regions who had traveled by bus and

car. Dena Briscoe, President of the Nation’s Capitol & Southern Maryland Local, brought postal workers from the DC area and notified the media. APWU National officers joined the rally at various times throughout the day.

NY Metro President Jonathan Smith led spirited chanting. He and other marchers spoke with reporters about why we were there. They explained that DeJoy’s plan is increasing delivery time while raising prices. Customer confidence is eroding. Reduced staffing hurts the quality of service we want to give.

The media coverage of the rally was positive and is starting to get the message out. This is only the beginning of a growing campaign to save the public Postal Service. Everyone who participated enjoyed the rally and came back energized and ready to fight. ☑





Photos by Trudi Johnson, Jeff Lizardi, Che' Magwood, Naimah Mustafaa

Big arbitration win: Congratulations, Shawntai Downs!

On May 18, 2023, Arbitrator Anthony Strongin upheld the Union's grievance on an unjust and prolonged Emergency Suspension. The action against the TTO grievant was rescinded. The Arbitrator awarded that the employee's record be cleared; he receive full back pay; and his suspended driving privileges be restored.

What makes this win especially impressive is that the steward of record was a clerk, who had to read and research the rules applying to the Motor Vehicle Craft in order to properly file the grievance. DVD Assistant Director Shawntai Downs has always been a clerk, normally defending issues and workers in that craft. NY Metro President Jonathan Smith described her effort in this case as "a tremendous example of a union representative leaving their comfort zone (clerk craft) and taking on the challenge of an issue that dealt with a craft they are not familiar with (MVS). By studying the facts of the case and the written procedures, she presented an excellent victorious argument. This is a shining example of you can be as good a representative as you want to be, depending on your commitment."

Although Sister Downs had defended workers against unjust discipline before, she had no experience with the particular rules, regulations, and laws that apply to truck drivers under the FMCSA (Federal Motor Carrier Safety Administration) program. While there is no dispute with the USPS federally compliant drug testing program in general, the steward was

able to expose a gross mistreatment of the grievant in this particular case.

The TTO was working his regular schedule when he was sent for a normal FMCSA random split-screen drug test on July 7, 2022. The results had not come back from the lab when he left for his previously scheduled three week vacation on July 10th. This short delay should not have been a problem. But this is where DVD Transportation management in a rush to judgement, carelessly violated the rules and procedures governing DOT drug testing.

While the TTO was out on vacation, the Medical Review Office (MRO) cancelled the July 7th test due to what they called "abnormal pH." The rules for a cancelled test are that it is not considered either positive or negative – just cancelled. In this case, the MRO ordered a new test "under direct observation." But with no legitimate basis, management immediately revoked his driving privileges.

Upon his return from vacation, the grievant was immediately taken for a new test by his supervisor, STO Khalil. However, the lab technician refused to permit direct observation of the collection, and simply performed the usual split-sample random drug test. This did not comply with the requirements of the direct observation ordered by the MRO and should have been considered invalid.

However, under the MVS Manager's instructions, the STO then pressured the grievant to take Annual Leave until the test results came back, which took six days.

When the test supposedly came back

positive, the MRO informed management without contacting the grievant, although this is required under 40.131 and MI PO-720-2010-1, App E. The employee must be given a documented opportunity to provide a medical reason for the positive result.

In violation of this Management Instruction, the supervisor arbitrarily placed the grievant on Emergency Suspension. He was told he had to accept a disciplinary Last Chance Agreement and see a Substance Abuse Professional through EAP. The TTO asked to confer with a union representative before signing anything, which is his right. The supervisor was angry that he didn't just sign. This was when Shawntai stepped in and initiated a grievance.

Along with the various legal violations and discrepancies in management's actions, the EP became a long term suspension. In Arbitrator Strongin's words, "By way of remedy, the emergency suspension must be rescinded *ab initio* [from its beginning] because neither the July 7 drug test nor the August 2 drug test provided valid basis for suspending the grievant's driving privileges."

The case prepared by Steward Shawntai Downs enabled NBA Rick White to present cogent arguments to the arbitrator. The Union was able to expose management's sloppy mishandling of the testing procedure and bring justice to the affected TTO.

Shawntai Downs has received many kudos from her fellow shop stewards. Like President Smith, we are all "beaming with pride" that our Local is able to provide excellent representation, regardless of craft. ☑

Union tools to speak up together to stop workplace harassment

By Flo Summergrad

On April 28, Workers' Memorial Day, the APWU theme was a protest against increasingly abusive postal management. *The Union Mail* said: "Bullying and toxicity from the top are the result of rushing through costly and complex changes in order to satisfy the business model in DeJoy's Ten Year Plan." The stress and pressure are making even good supervisors bad. The bad ones are becoming tyrants.

How do we fight back?

On June 6, NBA Pete Coradi led a ZOOM course on the tools we can use in our grievances to combat abusive supervisors. You don't have to be a steward to read and learn your rights so we can "Speak Up TOGETHER!"

ALL of us are Postal employees. Rules on conduct that apply to us apply to supervisors as well. Originally, the USPS held that the 1992 "Joint Statement on Violence" did not allow the Union to have supervisors subject to discipline for violating its Zero Tolerance provision. However, in 1996, Arbitrator Carlton J. Snow ruled that even though the Joint Statement was not part of the CBA, the joint signing allowed it to be applied to both parties – management and craft. This opened the door for grievances to request remedies against supervisors.

The Employee and labor Relations Manual (ELM) has several sections on the Postal Service standards of conduct. Management is also held to the code of ethics that they love to

quote at us in disciplinary actions. There can be no toleration of intimidating threats or bullying, no violent or threatening behavior. (ELM 665.24)

Publication 552, *Manager's Guide to Understanding, Investigating, and Preventing Harassment* is strong and specific. If a complaint is made, the supervisor or manager is obligated to follow the listed steps.

Pub 552 is the Postal Service's own language with clear definitions of harassment. The Union can use it to prove that management is tolerating or even promoting certain wrong behavior. Management is **required** to investigate, "to stop and correct all forms of harassment and inappropriate behavior." Ignorance is no excuse.

Scott Hoffman, APWU NBA out of Massachusetts, assisted Pete in leading the course. Commenting on Pub 552, he told us, "I was surprised at the teeth in this document. Let's bite them with it!" Since managers are concerned with the bottom line, Pub 552 explains the Costs and Effects of violating the ban on harassment. There are laws (EEO, Title 7, the Americans with Disabilities Act, etc.) which prohibit discrimination and must be obeyed, no matter what your position in the USPS is.

Report harassment

Encourage workers to report incidents of harassment. If people stay silent, the abusive supervisors get worse. If co-workers don't back each other up with honest inter-

views and written statements, the case against harassment is weak. For people to come forward, the union must protect our witnesses from retaliation. Retaliation is illegal!

Pub 552 demands prompt investigation of every complaint. There is a chart for the IMIP (the Initial Management Inquiry Process.) Make management prove that they took the outlined steps Request copies of the witness forms. The US Supreme Court has ruled that employers must take reasonable steps to end harassment in the workplace.

Exhaust internal procedures

Don't jump right to court! The National Labor Relations Act demands that we use our internal processes (grievance/arbitration. etc.) before filing a lawsuit. The case against the USPS for mishandling anthrax in the mail was dismissed by the court because there had been no reliance on the grievance procedure and no use of OSHA.

Internally, there is also the Threat Assessment Team Guide (Pub 108) and Memos of Understanding in the Contract. On CBA pages 357--361, there are several MOUs on Improving the Work Environment.

Case by case, we are building a body of arbitration decisions that penalize abusive managers. Even at the lower level, grievances have required supervisors to apologize, to take remedial training or anger management courses. Let's use our tools to scare them straight. ☑

POSTAL PRIDE

Dog attacks don't stop mail delivery

“Even good dogs have bad days.” –theme of National Dog Bite Awareness Week

While we know that “neither sleet nor snow nor gloom of night” stops the Postal Service from delivering the mail, letter carriers are out in the streets where they have to confront robbers and animals.

For Dog Awareness Week which started June 4th, the USPS released the top ten states for dog bites, NY is one of them! The statistics for the number of postal workers attacked by dogs in 2022, show that over 5300 men and women were bitten, some severely in the effort to get the mail to the public.

This includes the exceptional case of 61-year-old Priscilla Rock who was repeatedly bitten by a pack of dogs when her delivery vehicle broke down in Putnam County, Florida. Apparently the dogs escaped from a fenced in area and were later secured, but too late for Priscilla, who died a painful and terrifying death.

The Postal Service trains carriers on awareness and caution. An app on their scanners signals a “dog alert.” They carry repellent spray and are taught how to stand firm and place something as a shield between them and the attacking animal. And dog warning cards can be placed in the sorted mail.

Nevertheless, it is important for pet owners to keep their pets inside and secured when the mail delivery comes. If the carrier feels unsafe, home service can be stopped.

These safeguards work when the community participates and the carriers are familiar with their routes. It is unclear what problems may arise as DeJoy completes the plan for the huge Sorting and Delivery Centers which will move carriers out of their local stations.. 📧

Postal News Briefs

HAPPY 248TH BIRTHDAY TO OUR POST OFFICE

The United States Post Office is older than the United States itself. The Continental Congress created the first version of the post office – naming Benjamin Franklin as the first Postmaster General in 1775.. Franklin had created a delivery system for the colonial post office, but was fired in 1774 for his sympathy with the revolution.

The Articles of Confederation gave the government the power to establish and regulate a postal system. This was expanded in Article 1, Section 8 of the U.S. Constitution. Having a public post office is a Constitutional right of the American people.



PRIVACY VIOLATION FOUND IN POSTAL PULSE SURVEY

In early spring, the APWU advised people NOT to take the company's Postal Pulse survey. Historically this Survey has been used against the Union in contract negotiations. No matter how you answer the questions, the information is skewed to counter our contract demands.

This year's Postal Pulse Survey came with an evil new twist.



Members noticed that their Employee ID Numbers are on the survey form, destroying any pretense at confidentiality. According to

APWU Director of Industrial Relations, Charlie Cash, “The Postal Service has admitted that this is the case and they are blaming Gallup for the error.” They are now ordering all copies of that survey to be destroyed. Nevertheless, as the Service is reprinting and re-sending the Postal Pulse, “THE APWU STILL RECOMMENDS YOU DESTROY YOUR SURVEY AND NOT TAKE IT!”

VERIZON LANDS \$145.7M DIGITAL MODERNATION CONTRACT WITH USPS

On May 30, 2023, Verizon announced a 10-year contract with the USPS to upgrade and digitize the USPS customer support structure. Using Verizon's technology will position that company to be the key strategic contact center for the Postal Service.



POTENTIAL MAIL THEFT FOILED

Santa Monica police were alerted to chase a mail theft suspect. The person was found to have numerous counterfeit USPS Arrow keys, which open relay boxes. He and another suspect were found to have looted parcels and other mail. They were charged with federal crimes. 📧



CALENDAR

According to the NY Metro Constitution, there are no membership meetings in July and August
ENJOY your summer!

Next meeting:

Wednesday, September 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

APWU LOCAL 10 BLDG. CORP

Beginning Balance April 1, 2023	\$ 1,385,036.18
Total Revenue April 2023	\$ 135,127.21
Operating Expenses April 2023	\$ 119,610.31
Total Net Income April 2023	\$ 15,516.90
Ending Balance April 30, 2023	\$ 1,400,533.08

SISTERS! As an APWU member, you're 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 pm, the 4th Wednesday of every month. Diane Erlanger, Director of Organization and Chairperson of NY Metro P.O.W.E.R., told The Union Mail: "Moving forward, the NY Metro P.O.W.E.R. meeting has resumed via ZOOM at a later time." Next meeting: September 27, 2023, at 5:30 pm; ZOOM Meeting ID# 239-026-1053 [Follow ZOOM instructions outlined for the Membership meeting on page 11. 📄]

Congratulations Melissa and Matthew, proud grads of Arbitration Advocacy Training

From May 15-22, 2023, selected APWU stewards and officers attended an intense Arbitration Advocacy Training in Linthicum Heights, MD, organized by our national Research & Education Director, Joyce Robinson. The week-long course is designed to train people how best to prepare their grievances for arbitration. It takes them to another level. Experienced stewards Melissa Wimberley-Jones (Chief Steward at DVD) and Matthew Lebron (Assistant Director at the Bronx P&DC) were chosen by NY Metro to participate. Both passed this difficult course and are bringing its lessons back to the Local.

Melissa told The Union Mail,

"It was a great learning experience and to have the opportunity to participate in the training was priceless."

Matthew added, "The training was very tough but very worth it! Ms. Robinson and all the NBAs did a great job keeping the class engaged and knowledgeable. At the end of the week's training, Ms. Robinson treated us all to a catered dinner reception and during the dinner, presented us with arbitration advocacy training certificates.

"We met other union reps from all over the country, got a chance to network and really develop some genuine relationships with members of locals around the country. It was an experience that

I'll recommend to anyone!" 📄



Melissa Wimberley-Jones, Matthew Lebron, Joyce Robinson, Director of Research & Education Research & Education



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

MOU SIGNED REGARDING SORTING AND DELIVERY CENTERS (S&DCs)

On June 20, 2023 a Memorandum of Understanding (MOU) was signed between APWU and USPS regarding the planned creation of between 400 and 500 Sorting and Delivery Centers (S&DCs) as part of the network modernization plan which was initially announced by Postmaster General and CEO Louis DeJoy at the National Postal Forum in 2022 and advanced in Delivering for America, DeJoy's 10-year plan.

The S&DCs will centralize delivery operations into large facilities with automated sorting equipment.

The MOU "RE: General Principles on Sorting and Delivery Centers" makes it clear that no retail operations will be reduced or closed due to implementation of the S&DCs and that customers will still be able to pick up their certified mail, held mail, etc. at their local post offices.

The MOU also clarifies that the distribution duties in the S&DCs will be categorized as function 4 operations.

The MOU establishes that it is postal Motor Vehicle Services employees who will be moving the mail from processing facilities to the S&DCs and from the S&DCs to

local post offices, unless it has already been subcontracted.

The MOU also defines that there are many outstanding issues to address and that discussions will continue regarding staffing, job duties, job postings Local negotiations.

The MOU goes a long way to address the concerns that members had regarding the reduction and closing of retail operations and post offices. There is much more that has to be worked out between the USPS and APWU. You will be notified of the results of these negotiations as soon as possible. ☐