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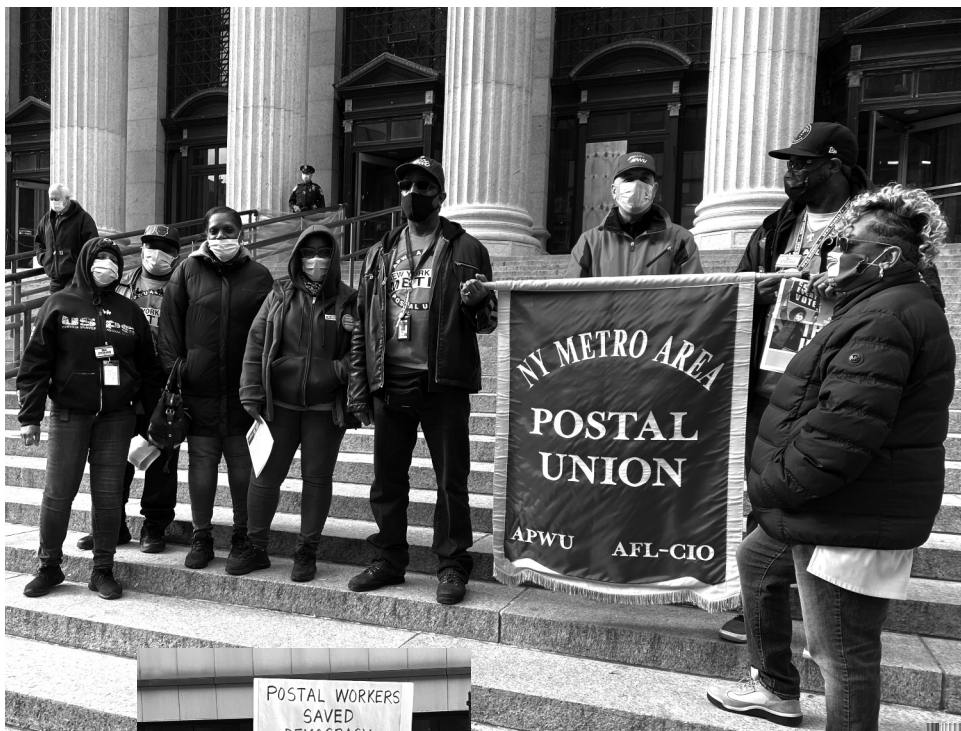
Union Mail

Vol. 64 No. 1 | January 2021

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.

Help is NOT on the way. It's up to us!



See pages 3 and 11

Grieve wrongful Letters of Demand



Jonathan Smith

It has come to the union's attention that postal management is issuing and will continue to issue Letters of Demand (LODs) for FFCRA COVID-19 related leave. This is

because management either improperly coded the leave or failed to inform the employees that they could use the COVID emergency sick leave for qualifying condition #5—extended FMLA childcare at 2/3 pay to avoid using 2 weeks of their own leave.

Management has wrongfully processed FFCRA related leave and now wants to recover the money at the employees' expense. They are converting the already paid leave to leave without pay. They had only two options: approve or disapprove the requested leave category. Now they are trying to undo their mistakes.

During our COVID-19 conference calls with postal management, the union warned that this was going to happen if the supervisors were not properly educated on the FFCRA process. But as usual, management did not listen. This reckless financial demand, especially so late in the leave year, may affect the employees' leave accrual by forcing them over the 80-hour threshold of LWOP, causing them to lose AL and SL.

If you receive a notice that the Postal Service intends to collect an alleged debt, see your shop steward as fast as possible. You have 14 days to file a grievance. Do not panic.

Article 28 of the Contract states: "If a grievance is filed regarding a demand for payment. . . such demand is held in abeyance until final disposition of the grievance. . . ." This means the Postal Service cannot collect on any alleged debt until the final resolve of a timely filed grievance.

I must be honest with you. The USPS has a history of collecting the debt even if a grievance is filed. Usually, they pay a price at arbitration because by collecting the debt, they have violated article 28 of the CBA. Management's position then becomes procedurally defective.

Once a letter of indebtedness or LOD is issued, get a copy of the grievance tracking form (with GATS#) from your steward. Send a copy of this form and the letter to: USPS Financial Services, 2825 Lone Oak Parkway, Eagan, MN 55121. Request that the Postal Service not collect the alleged debt because a grievance has been filed. (Or you can just let them wrongfully collect the debt, because it makes the chance of winning at arbitration greater. Only you can make that choice, not the union.)

The Letter of Demand, signed by the postmaster or his/her designee, must notify the employee of a Postal Service determination of the "existence, nature, and amount of the debt." Here, management is letting the employee know that an alleged debt exists and the amount, but not explaining the nature of the debt. This is because they would have to admit that the error was management's negligence and not the employee's. The LODs are not being sent by local management who made the errors. No signature

or explanation is on the notifications -- just a request for financial reimbursement.

If you see that your approved leave was converted to LWOP, notify the union immediately! This would show that management has decided on the employees' guilt before the issue has been adjudicated. Also get a copy of your 3971 showing the leave was approved.

Postal workers are going through enough stress without this additional burden being placed on them through no fault of their own.

Management always wants to preach about accountability. Now is the time to practice what you preach and hold these managers accountable for their errors and leave the workers alone. The union is requesting that management stop issuing these LODs and rescind those that were issued. ☐

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LEGISLATIVE AND POLITICAL REPORT:

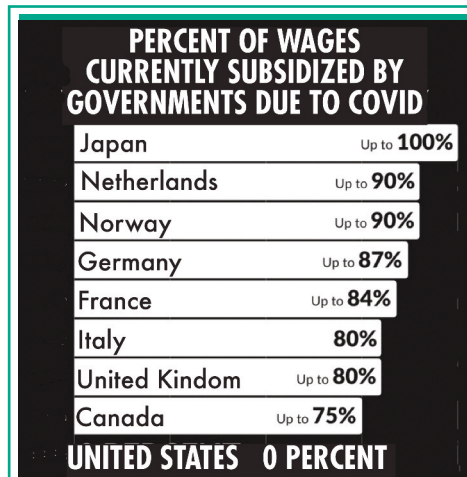
Help is not on the way. It's up to us!

By Chuck Zlatkin, Legislative and Political Director

All workers have been abandoned

In the last issue of The Union Mail, it was detailed that while financial relief for the Postal Service was essential, relief for working Americans suffering from the impact of the pandemic was an even greater need. Postal workers have remained working during the crisis; postal workers haven't lost their jobs or their health care. We have seen the devastation that our family members, neighbors and friends have experienced with no relief forthcoming from the government. Beyond a one-time \$1200 stimulus check and temporary expanded unemployment insurance, American workers were left to twist in the wind. In the subsequent months, there was no more relief forthcoming.

Nancy Pelosi and Chuck Schumer stood firm; they would not accept any package that didn't match what they proposed in the Heroes Act, \$2.2 trillion. When Treasury Secretary Mnuchin offered \$1.8 trillion, it was unacceptable. But following the election of President-elect, Joseph Biden, things seemed to have changed drastically. At press time, the Democrats now seem willing to accept a \$908 billion package offered by the Republicans. This is less than half than what was offered a few months ago. This package doesn't include stimulus checks and it reduces the amount of aid for the Postal Service to \$10 billion, down from the origi-



nal acceptable minimum of \$25 billion. What caused this is not legislation, it is politics.

Politics rules

No relief for working people, no aid for the Postal Service, but somehow there was no problem for the House to overwhelmingly pass, by a bipartisan, veto-proof, vote of 335-78, a \$741 billion National Defense Authorization Act (NDAA). Who can argue with that? Working people can. In the midst of this economy-crushing pandemic, with tens of millions of working people losing their jobs, hundreds of thousands of small businesses going under,



Congress has no problem taking care of their largest donors, defense contractors, while working people suffer. Politicians take care of their money sources, not the people who vote for them. This is the true nature of politics.

Postal workers do the job, but get nothing for it

In the height of the pandemic, postal workers risk their health, risk their lives to do their jobs. Over 65 million mail-in ballots were delivered to uphold democracy in the 2020 presidential election. It was a tremendous effort that postal workers can be proud of, and the American people should be grateful to postal workers for it. But, instead of postal workers seeing financial relief legislation for the survival of the Postal Service or seeing legislation that would grant them hazardous duty pay for the sacrifices they made, postal workers see nothing but potential cutbacks from Postmaster General Louis DeJoy.

PMG DeJoy needs to be fired

In June, when crony and financial backer of President Trump, Louis DeJoy became Postmaster General, the Postal Service, in the midst of a pandemic, issued a report calling for the reduction of 64 million work hours, which translates into cutting 33,000 jobs. This would be the result of DeJoy's cost-cutting, mail-slow-

continued on page 4



ing cutbacks, the elimination of your jobs. Because of the response of the public, and the concern that slowing the mail would have a negative effect on people being able to vote, lawsuits were filed by state attorneys general and national organizations concerned with the public good. The 12 lawsuits were successful in that DeJoy had to postpone his cutbacks until after the election. The PMG fought these lawsuits but lost every one of them. DeJoy is determined to institute these cutbacks regardless of what the public wants, what the Postal Service needs, or what the impact will be on postal workers. Investigations continue on DeJoy's finances and conflict of interests, but he is still in power. He needs to resign or be fired.

Office of Inspector General holds DeJoy Accountable

The Postal Service Office of the Inspector General (OIG) issued *Deployment of Operational Changes* on November 6, 2020, which calls out the Postal Service for the changes instituted by PMG DeJoy in June and July of 2020, which have brought about the delay of mail. The report states, "The collective results of these initiatives, com-

bined with the ongoing employee availability challenges resulting from the pandemic, negatively impacted the quality and timeliness of mail delivery nationally." The OIG recommends that the Postal Service must conduct impact analysis to identify risks and mitigating strategies considering the effects of the pandemic and expected volumes during the election and the peak season, prior to implementing further cost-cutting strategies. Unfortunately, the OIG doesn't go far enough and state that impact analysis be made whenever the Postal Service is implementing cost-cutting strategies. (More on this in the next issue of *The Union Mail*.)

Postmaster DeJoy is still there

Louis DeJoy as Postmaster General serves at the pleasure of the Postal Board of Governors (BOG). There are currently six members of the BOG, all appointees of President Donald J. Trump, four Republicans and two Democrats. We have learned that DeJoy wasn't among the people recommended for the job by the nationwide search conducted; he wasn't one of the 14 finalists either. But somehow, he was ramrodded into the position, being unanimously voted in by the Postal Board of Governors.



Ron A. Bloom

Ron A. Bloom voted for DeJoy. He is a Democrat. Bloom was once Special Assistant to the President of the United Steelworkers (USW) where he worked on contract negotiations. Bloom also worked for

Lazard Freres & Co, a leading financial and asset management company. In 2012, Bloom advised the National Association of Letter Carriers (NALC) as the Vice Chairman for U.S. Investment Banking at Lazard Freres. The NALC was a leading advocate for Bloom to become a Governor of the Postal BOG. At their urging, the other national postal unions, including the APWU, backed Bloom. On possibly the biggest vote of his career, Bloom went against the unions who backed him, and supported Louis DeJoy for PMG. Currently, all the members of the Postal BOG have only good things to say about DeJoy. Politics.

NYMAPU members: Your voice can help determine BOG nominees

It is expected that President-elect Joe Biden, when inaugurated on January 20, 2021, will make good on his campaign promises and nominate three new members of the BOG who are pro-public Postal Service and pro-postal worker. If this happens, with a 5-4 majority on the BOG, it is hoped that they will do their duty, hold DeJoy responsible for his actions and replace the most anti-public Postal Service Postmaster General in history with a Postmaster General who will protect and defend a public Postal Service.

The Biden administration needs to hear from postal workers. Contact the White House directly and call for the nomination of pro-post office members to the Postal Board of Governors. You can also make sure that every elected official who claims to represent postal workers has their voice heard on this issue at the White House, as well. We can't hope that others will do it for us, we need to get active ourselves. Make the calls. The White House switchboard is **202-456-1414**. ☎

2021 Notice of Nominations, Election and Campaign Rules for the New York Metro Area Postal Union APWU, AFL-CIO Election of Officers and Trustees

Pursuant to Article 12 of the New York Metro Area Postal Union (NYMAPU) Constitution, the NYMAPU Election Committee hereby proposes the following rules for the election of local union officers and trustees. The Election Committee has chosen to utilize the services of the American Arbitration Association to help conduct the election. The provisions of Article 12 of the NYMAPU Constitution not specifically mentioned herein are incorporated by reference. A copy of these rules will promptly be provided to any member who requests a copy.

1. Election Committee: The following individuals have been appointed by President Jonathan Smith and approved by the Executive Board to serve on the Election Committee and have full authority to implement all aspects of the election:

William Bachmann, Chairperson
Dolores Young
Sandra (Penny) Guzman
Marialeone Vidal
Roberto Rodriguez

All correspondence to the Election Committee should be addressed or faxed to:

New York Metro Area Postal Union
350 West 31st Street, 3rd Floor
New York, NY 10001
Fax: (212) 643-9051
Attn: Election Committee

2. Application of NYMAPU Constitution: The election will be conducted in accordance with the provisions of the NYMAPU Constitution, amended June 19, 2013.

3. Officers to be Elected: The following officers are to be elected: President, Executive Vice-President, Director of Industrial Relations, Secretary-Treasurer, Director of Organization, Coordinating Vice-President, Legislative/Political Director, Director of the Bronx Division, Assistant Director of the Bronx Division, Director of the Clerk Division, Assistant Director of the Clerk Division, Director of Motor Vehicle, Director of Maintenance Division, Assistant Director of Maintenance Division, Director of Morgan P&DC, Assistant Director of Morgan P&DC, Director of the Dominick V. Daniels Facility, Assistant Director of the Dominick V. Daniels Facility, Director of the NJI Network Distribution Center, Assistant Director of the NJI Network Distribution Center and five (5) Trustees.

4. Term of Office: The term of office is three (3) years. The installation of officers will be held at the next regular membership meeting after the election is certified by the Election Committee Chair.

5. Candidate Eligibility: To be eligible to hold office a member must meet the following criteria:

Any member in good standing shall be eligible to be a candidate for officer or trustee provided he/she has been a member in good standing continuously for one (1) year prior to the nominations meeting, with the following exceptions:

(a) Any member who has an application pending for a supervisor position in the Postal Service through participating in the PASS program, or other similar programs, shall be ineligible to be a candidate, hold any elective, and/or appointed position in the Union;

(b) Any employee eligible to be a member of the union who voluntarily holds a managerial, supervisory or

EAS with responsibility for issuing or recommending discipline, or applying or interpreting the national agreement for the equivalent of a two (2) week period in a year, is ineligible to hold office for a period of one (1) year from the time the employee vacated such position; or

(c) Any member who has submitted an application for a managerial, supervisory and/or EAS position with responsibility for issuing, or recommending discipline, or for applying or interpreting the national agreement shall withdraw such application prior to acceptance of nomination for any office in the union.

6. Nominators: To be eligible to nominate a candidate the nominator must be a member in good standing. In the case of craft officers, only a member of that particular craft may be nominated or vote for a candidate for craft office.

7. Nomination Notice: On or before Monday January 11, 2021, the Notice of Nominations will be inserted in the January 2021, issue of *The Union Mail*. Notices will also be posted on Union bulletin boards in all postal facilities. The notice will advise the membership of candidate eligibility requirements, offices to be filled, the date, time and place of nominations, and the procedure for submitting and accepting nominations.

Nominations: Nominations will be conducted at the regular membership meeting on Wednesday, February 17, 2021 at 5:30 pm by Zoom link and/or at the Hotel Pennsylvania, 401 7 Ave., 18 Floor (Sky-Top), New York, N.Y. 10001

Prior to the nominations meeting, the Election Committee will ensure the availability of a current list of members in good standing. At the meeting oral nominations will be accepted from the floor. No seconds will be required. Self-nomination will be permitted. Members need not be present to be nominated. Nominees can accept their nomination orally at the meeting or by prior written acceptance. All nominees must file an Acceptance of Nomination notice with the Election Committee by March 1, 2021.

8. Candidate Eligibility Determinations: The Election Committee will review the NYMAPU dues records to determine the eligibility of all nominees. Eligible nominees will be notified of their eligibility, provided a copy of these rules, and asked how they wish their names to appear on the ballot. Ineligible nominees will be advised of the reason(s) they are not eligible to run for office.

9. Slate Voting: Any group of candidates representing at least sixty (60) percent of offices to be filled may run as a slate, provided they notify the Election Committee of their intention to do so no later than 12 noon, March 1, 2021. Detailed information on slates is laid out in NYMAPU Constitution, Article 12, Section 11, (a) through (e).

10. Candidates Meeting: The Election Committee will meet with any interested candidate(s) or their designee, who must be a Union member, on Thursday, March 1, 2021, 11:00am by Zoom link and/or at the New York Metro Area Postal Union office, 350 W. 31 St., 3 Floor, New York, N.Y. 10001, to discuss the election procedures.

11. Inspection of Membership List: The NYMAPU will make its most current membership list available for inspection by any candidate or their designee, upon request the week of March 1, 2021 between 9:00 am and 5:00 pm. Candidates wishing to inspect the list must make an appointment: to do so they should contact NYMAPU Secretary-Treasurer Joseph Martir at (212) 563-7553, ext. 107, twenty-four (24) hours prior to the date. A candidate's right to inspect the membership list does not include the right to copy or receive a copy of it.

12. Campaign Restrictions: The Labor-Management Reporting and Disclosure Act (LMRDA) requires that all candidates be treated equally with respect and the opportunity to campaign. Section 401(g) of the LMRDA provides that "No moneys received by any other labor organization by way of dues, assessments, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in the election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election."

This prohibition extends to equipment, vehicles, office supplies, records and personnel of the NYMAPU and any other labor organization, and to any employees, regardless of whether they employ Union members. The LMRDA prescribes that members who exercise their right to support candidates of their choice may not be subjected to penalties, discipline or reprisals of any kind by a labor organization, or its members.

13. Distribution of Candidate's Campaign Material: A candidate desiring to mail campaign materials to the NYMAPU membership shall make such a request to the Election Committee no later than five (5) days before the ballots are counted. Uniform prices for mailing services will apply to all candidates.

14. Watchers: Candidates are entitled to designate themselves or one (1) watcher to be present at the tallying of ballots. Watchers must be members of NYMAPU.

15. Voter Eligibility: All members of record will be mailed ballots. Only the ballots of members in good standing as of the date of the ballot count will be tallied. Good standing for voter eligibility is defined as being current in dues and meeting the other eligibility requirements on Article 3 of the NYMAPU Constitution.

Only members employed in or at:

(a) A Bronx installation shall be eligible to be nominated for the position of Director or Assistant Director of the Bronx.

(b) The Dominick V. Daniels facility in Kearny, New Jersey shall be eligible to be nominated for the position of Director or Assistant Director of the Dominick V. Daniels facility.

(c) The NJI Network Distribution Center in Jersey City, New Jersey shall be eligible to be nominated for the position of Director or Assistant Director of the NJI Network Distribution Center.

(d) The Morgan P&DC facility shall be eligible to be nominated for the position of Director or Assistant Director of Morgan P&DC facility.

16. Election Notices: Election Notices will be posted on all union bulletin boards in all postal facilities no later than March 15, 2021 and in the March 2021 edition of *The Union Mail*.

17. Ballot Preparations and Mailing: The Election Committee and the American Arbitration Association will design the official ballot and comprehensive voting instructions. The printing, acquisition, custody, control and distribution of ballots will be under the supervision of the Election Committee and the American Arbitration Association. In addition to the ballot, the American Arbitration Association will arrange ballot return envelopes pre-addressed to the official location for return of the ballots.

No later than March 30, 2021 ballot packages will be mailed to all members. Each member will be mailed: Instruction on voting and ballot return, one (1) unmarked ballot, one (1) small envelope marked "Secret Ballot Envelope," and one (1) larger return envelope addressed to the American Arbitration Association with member identification (signature required for membership verification only). Ballots will be returned to the offices of the American Arbitration Association and safeguarded

Undeliverable ballots returned to the American Arbitration Association will be kept separate. The American Arbitration Association will regularly inform the Election Committee of the undeliverable ballots. The Election Committee will make reasonable efforts to find updated addresses for these members so that the American Arbitration Association can mail them clearly identified duplicate ballots. If both an original ballot and a duplicate ballot are received for same member, only the original ballot will be counted.

No earlier than seven (7) days after the mailing of the ballots or no later than five (5) days before the ballots are

due, any member who has not received a ballot may request that the American Arbitration Association mail a duplicate ballot to him/her. All requests for duplicate ballots either by mail or phone must be sent directly to the address below or requested by calling the number listed:

American Arbitration Association
120 Broadway
New York, N.Y. 10271
212 484-4136

18. Collection and Tally of Ballots: All ballots must be received on or before 10:00 am, April 23, 2021. The counting of the ballots will commence immediately afterward.

The Election Committee will observe the verification of eligibility conducted by the American Arbitration Association. Any candidate or watcher may attend and observe. The Union will provide the American Arbitration Association with its most current eligibility list. For a ballot to be counted, the member must be in good standing at the time of verification. All ballots received from members declared ineligible to vote will be separated from the ballots of eligible members and will be considered challenged ballots, and the reason for the challenge will be noted. The American Arbitration Association will safeguard all challenged ballots. After the verification of eligibility is completed, the American Arbitration Association will tally ballots under the supervision of the Election Committee. Only American Arbitration Association personnel will physically handle the ballots. Candidates or watchers will be allowed to observe the counting process. No candidates or watcher will be allowed in the ballot room with a coat, folder and/or bags(s) of any sort.

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

19. Publication of Election Rules: The Union will publish the results of the election in *The Union Mail* and post them on Union Bulletin boards.

20. Preservation of Election Records: The Union will preserve the election records for at least one (1) year after all appeals have been exhausted.

21. Election Protests: Any member who feels aggrieved in connection with the conduct of the election shall file his or her protest with the Election Committee. Such protest(s) must be in writing, setting forth the specific facts, signed by the protestor, and addressed to the Election Committee within seventy-two (72) hours after the cause of protest has arisen. Appeals from an adverse decision of the Election Committee may be further appealed as per Article 12, Sections 8 and 9 of American Postal Workers Union (APWU) Constitution & By-laws.

22. Installation of Officers: Newly elected officers will be installed at the next regular union membership meeting after the Election Committee Chair has certified the election. The above rules are not all inclusive. The NYMAPU Election Committee, as needed, may issue additional election rules or clarifications during the nomination and election period.

ISSUED BY THE NYMAPU ELECTION COMMITTEE:

William Bachmann, Chairperson
Dolores Young
Sandra (Penny) Guzman
Marialeone Vidal
Roberto Rodriquez

USPS attacks attendance as pandemic worsens

By Flo Summergrad

To retain the postal workforce during the pandemic, the USPS and the APWU negotiated several MOUs (Memoranda of Understanding) that modified rules on leave. A “liberal leave” policy was put in place, extended as the crisis continued. It provided for SL, AL, and leave without pay (LWOP) usage for absences related to COVID-19. It concludes: “Such leave should be treated as scheduled leave” and “may not be cited in discipline.”

Also, as of April 1st, the FFCRA allowed federal employees (including postal workers) to take 12 weeks at 65% of their pay to be used to care for kids at home. But schools and daycare that closed in the spring, did not reopen or closed again. Remote learning has become a way of life for many children, leaving parents to cope with supervising them at home. Meanwhile, finding babysitters willing to take on the task of enforcing virtual classes as well as caring for babies and toddlers, is often impossible.

Now, there is a sudden rash of Pre-Disciplinary Interviews (PDI) and attendance discipline. Yet the absences were approved by the supervisors when they occurred. The workers had every reason to trust that they were properly covered under the Postal Service’s “liberal leave” policy during the pandemic.

President Jonathan Smith called management’s recent attendance attack a “mixed message.” On the one hand, “If you’re sick, stay home,” as per CDC guidelines. On the other hand, if you stay home, you will be in trouble at your job.

The unions argue that under fear of discipline, people will come to work sick. Feeling ill may indicate the coronavirus is present. “If you’re sick, stay home,” is intended to prevent the spread of the illness. It’s as necessary as wearing masks and social distancing from other employees.

Risk to female employment

With schools and daycare closed, women are dropping out of the workforce in record numbers. According to the U.S. Bureau of Labor Statistics, there were 2.2 million fewer women in the labor force in October 2020, than there were in October 2019.

We can’t let postal women be part of that statistic. It took over a hundred years for women to become a vital part of the postal workforce. By 2020, the USPS was 40% female. In most postal positions, there has been a sea change in the male/female ratio. There are increasing numbers of women performing leadership roles in both union and management.

But COVID 19 has changed the capability of women to function fully as both workers and parents. Despite some loosening of gender roles in our society, it’s still mothers who bear most responsibility for the home, children, and elder care. The newer workers are the future of the Postal Service. They are often women with dependent children and little leave balance. These are the ones whose jobs are most threatened by the attendance attack.

Get ready to fight PMG DeJoy

Louis DeJoy has an ugly history with labor. His 35 years as a CEO in pri-

vate industry have earned him the epithet: “expert job killer.” When he became PMG in June, DeJoy decreed that his goal was “to improve the business model” of the USPS. This is corporate language for massive job cuts.

The impact of the pandemic on postal employees gives him a golden opportunity to get rid of workers. What is easier than firing them for their attendance?

During the new surge in COVID-19 cases, working mothers may not be able to be regular in attendance. They will be on the firing line for removals or forced resignations.

The union can fight this. Management cannot ignore the signed MOU on liberal leave and arbitrarily use the pre-pandemic standards against workers with legitimate absences. Article 14 of the CBA makes management provide a safe work environment. Article 16 says discipline must be “corrective.” The pandemic has created certain situations that are beyond employees’ control to correct. It is unsafe (and illegal) to leave children home unattended.

Protect your job

“Liberal leave” is intended for COVID-related absences. It does not change postal attendance obligations. Protect yourself! Schedule time off in advance. Call if you have an unexpected absence. Document everything you can. (Get a letter from the doctor, school, or babysitter.) If you’re depressed or stressed, get therapy, or use EAP and cover your absence. Give the union the tools to fight for you. ☒

POSTAL PRIDE

We deliver to the Arctic Circle

Reindeer pulling Santa's sleigh filled with gifts is a delightful bit of folklore. But real reindeer were actually used to move the mail in northwestern Alaska in the early 20th century. Reindeer imported in the 1890s were used for transportation.

In 1898, the discovery of gold in Nome brought thousands of fortune seekers to northwestern Alaska, which created the need for new post offices. These were situated by water, so the mail could be brought by boat in the summer. But during the long winters, these routes were frozen and travel was brutally cold and dangerous.

Reindeer teams were faster than dog sleds and could take more weight. Beginning in 1899, the deer carried mail on several routes for many hundreds of miles with temperatures of 20 to 60 degrees below zero. The Inuit sled drivers literally risked their lives to deliver the mail.

Starting in 1918, transporting mail north of the Arctic Circle was shifted to small planes. This was not as charming an image as a team of reindeer, but it was much faster. It was also so dangerous that the air mail pilots were called "the suicide club." Over the next 100 years, the Postal Service developed safer ways to get the mail through, including a subsidized "bypass" program that uses other carriers.

This summer, PMG DeJoy proposed cutting this program to save money. The outcry from Alaska's rural community and its Republican Senators had him back down. Maybe it's time to bring back the reindeer! 📬

Postal News Briefs

ARBITRATOR CONFIRMS CLERK JURISDICTION ON THE SPSS

On 12/01/20, Arbitrator Sharnoff issued a decision confirming Clerk Craft jurisdiction over the operation of the Small Parcel Sorting System (SPSS) machine. The USPS 2015 decision to give this work to clerks was challenged by the Mail Handlers Union. The arbitrator ruled that the Postal Service reasonably determined that singulating and facing duties on the SPSS "constituted significant aspects of the distribution function which historically and traditionally have been assigned to Clerks, as the Primary Craft"; and that the Postal Service also properly awarded sweeping duties to Clerks for rotational purposes.



MVS RESOLVES ARTICLE 32.2 COMPARISON ISSUE



The class action dispute filed by the national Motor Vehicle Division with the USPS was settled on November 23, 2020. For years, the Postal Service has used the full cost of a vehicle in doing a cost comparison between PVS (postal drivers) and HCR (contract drivers). The union argued that this was an unreasonable cost added to PVS, making it harder to compete with HCR costs. Now the parties have agreed that depreciation will be taken into account according to the formula based on Exhibit 221.211 of Handbook PO 701. If the vehicles are still in service at the end of the service life, the costs won't be included in the Article 32 cost comparison.

APWU MVS Director Michael Foster called this "a step forward in our journey towards a fair cost comparison in the Article 32 process." This is part of the broader fight against subcontracting.

NALC AND USPS REACH TENTATIVE AGREEMENT

The union that represents city carriers, the National Association of Letter Carriers, has sent a tentative agreement to the members for ratification. For 17 months, NALC and the USPS were in a dual process. They continued bargaining sessions while they were also in interest arbitration. NALC President Rolando says that evidence from the interest arbitration strengthened their position in negotiations. Now the arbitration process has been suspended pending successful acceptance of the contract. The agreement includes wage and COLA increases as well as a new top step (P) and time limits that guarantee conversion of the City Carrier Associates (CCAs) to career. 📬



CALENDAR

Wednesday, January 20, 2021

5:30 pm

General Membership Meeting

Via Zoom

Wednesday, February 17

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

SISTERS! As an APWU member, you are automatically a member of Post Office Woman for Equal Rights—P.O.W.E.R. 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."



APWU LOCAL 10 BLDG. CORP

Beginning Balance as of September 1, 2020	\$1,600,993.12
Total Revenue September 2020	\$ 186,772.14
Operating Expenses September 2020	\$ 308,207.14
Total Net Income September 2020	\$ (121,435.00)
Ending Balance as of September 30, 2020	\$ 1,479,331.91

APWU LOCAL 10 BLDG. CORP

Beginning Balance as of October 1, 2020	\$ 1,479,331.91
Total Revenue October 2020	\$ 228,584.76
Operating Expenses October 2020	\$ 119,235.14
Total Net Income October 2020	\$ 109,349.62
Ending Balance as of October 31, 2020	\$1,588,681.53

Union Plus Scholarships!

Apply online NOW!

Deadline: January 31, 12 noon EST

Details and online application available at: union-plus.org/scholarships

Who can apply? Current and retired union members, their spouses and their dependent children

What kind of school is eligible? A U.S. college, university, community college, technical/trade school. Students attending undergraduate or graduate schools are eligible. ☰

Day of Action: Defend the Postal Service!

On November 17, APWU members and supporters held live and virtual rallies in 30 cities around the country to defend the public Postal Service. "We've defended our democratic rights, now we must defend the post office. It's time to pass \$25B relief and stop DeJoy's delays!"

The New York Metro Area Postal Union held a press conference/rally at JAF with speakers Vincent Alvarez, President of the NYC Central Labor Council; Mark Levine, Member of the NY City Council; Arthur Z. Schwartz, Attorney and Labor activist, representing the Transit Workers Union; and Jonathan Smith, President, New York Metro Area Postal Union. People were urged to call their support for financial relief for the Postal Service to their congressional representatives.

President Smith told the cheering crowd that after the election, the American people still depend on us to deliver. Our work binds the nation together. "The US mail is not for sale!" ☰



Photo by Kevin Walsh

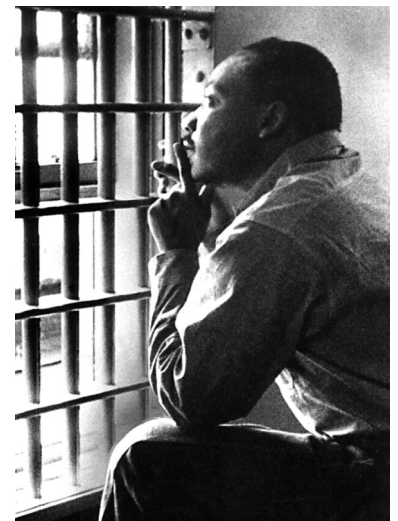


New York Metro Area Local, APWU
350 West 31st Street, 3rd Floor
New York, NY 10001
BUG

Periodicals class
POSTAGE PAID
at New York, NY

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

— **Martin Luther King, Jr.**
"Letter from Birmingham Jail," April 16, 1963



The holiday to honor Dr. King is on January 18, 2021

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