



# The Union Mail

Vol. 62 No. 6 | September 2019

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

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# Vote for Election of APWU National Officers

Your ballots must be in by October 5, 2019

See page 5

# She was more than just the NY Metro President



**Jonathan Smith**

**W**hen I say the names Moe Biller, Bill Burrus, Eleanor Bailey, Steve Raymer, Bob Prichard, and now Josie McMillian, just to name a few, I think of how they meant so

much more than just people who filed grievances. They were leaders, union giants.

The recent passing of Josie forced me to reflect.

When I first started working for the Postal Service in 1988, the union giant in NY Metro was Josie. She was feared, respected, knowledgeable, and yes stubborn (with a big smile).

When I first heard the stories about the President of NY Metro, they said they don't take no mess from management. The president demands that the members be treated with dignity and respect. The president would dare management to violate our contract. I said to myself, I can't wait to meet this dude.

So, I found out when the next union meeting was being held. I was so excited to meet this giant that everyone was talking about. Back then there were a large number of members that attended union meetings because they wanted to know how they could help their union get stronger. There were many members wanting to be shop stewards and stand up to management.

Once at a union meeting, there was a black woman with an authoritative voice that called the meeting

to order. I noticed that everyone stopped their separate conversations immediately. Then I heard roll call of officers. The secretary said President McMillian and this woman who opened the meeting with such confidence said, "Here." I almost fell out of my chair. This was the great warrior that everyone was telling me about; this was the person that struck fear into managements hearts.

Who knew that some years later I would get to sit down and have a heart to heart talk with Josie. At that time, I was the Vice President of the very same union that she led for almost 20 years.

I asked how did she survive for almost 20 years as the President of NY Metro? I want to share just a few of her thoughts in this very personal tribute.

President McMillian said (paraphrasing): "I focused on the things that were under my control. I focused on being a good leader who just happened to be a woman. I became an expert on the contract; I learned to voice my opinion and stand firm in my convictions. I never sold myself short by concentrating on what men thought about me. Many times, I was discriminated against not only for being a woman but a black woman. I just kept moving forward."

"Many times, I was not heard, but I kept talking. My opinion was not valued but I kept having one. I was not treated fairly. Well, I learned when I was a very young little black girl that life won't always be fair. The struggles of my life had already prepared me to lead, to con-

front obstacles."

Josie told me that she had to be herself; people respect you more when you are authentic. She told me never lose belief in yourself; find your inner voice and don't be afraid to use it. At the same time, she built a strong support system. She said only a fool would try to deal with the day to day struggles of the Union alone.

Josie, though I only had the chance to pick your brain on a few occasions, you left a lasting impression on me. Some lost a mother, friend, sister, aunt, but Metro lost a pioneer, trailblazer, a labor giant. APWU lost a legend.

Condolences to the entire McMillian family and Josie may you rest in peace. ☞

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# Union and employee rights upheld

By Tiffany Foster, Executive Vice President



**Tiffany Foster**

A few months ago, I wrote about the 14 day suspension management issued to me in retaliation for my assertive enforcement of the contract and their obligation to provide a safe work environment for the employees working in the Bronx Annex during the holiday peak season.

The Bronx Annex was a horrible place to work. The Annex was a 24 hour operation located in a desolate industrial part of the Bronx. To be safe, the employees took cabs to work when they had to report during late night hours.

The Bronx Annex did not have hot water or heat when management opened the facility for operation on November 15, 2018. The makeshift employee entrance was not secure. Often the door was left open. One bathroom, six Porta Potty's for 70 to 80 employees while management had their own private bathroom. The temperature inside was colder than the temperature outside. The Annex was full of OSHA violations and was an unsafe and unhealthy environment.

After several meetings with NY District management discussing the horrendous work conditions, management's unyielding posture forced the union to file a complaint with OSHA.

The union visited the Annex weekly and with the permission of management was allowed to take pictures of the facility. After every visit, the pictures along with a written report of the conditions were

provided to NY District management. They ignored the emails and pictures. Management's famous saying "Safety is First" did not apply to the employees working in the Annex. Getting the mail out was their primary consideration, by any means necessary being the driving force.

Eventually some of the concerns the union brought to management's attention were resolved but not without continuously putting pressure on OSHA to get it done.

The 14 day suspension was clearly retaliation and a means to intimidate not only the union but the employees we represent. It's called a chilling effect. Once the discipline was issued the union filed an OSHA Whistleblower and NLRB charge citing retaliation and violation of my protected rights as a union official.

Many times management attempted to get me to withdraw my complaints in exchange for rescinding the 14 day suspension. I saw this issue as being bigger than me. I was willing to put this case before an arbitrator and roll the dice. The reason behind this mindset was if management could get away with issuing discipline to union officials in retaliation for protected representational activity, this would only be the beginning of the end. Not just for NY Metro stewards and employees but for all locals in the APWU. This was a unique case. This was not your normal 14 day suspension. It had many issues that needed to be addressed.

The day before arbitration the USPS Area and the APWU/Regional Office resolved my 14 day suspension. This was not

resolved by the USPS HQ or the APWU HQ. With the help of my union representative, NY Region Senior Clerk Craft NBA Pete Coradi, we wrote a settlement that would not only rescind the 14 day suspension, but gain more protections for the employees. This case was bigger than just me, so the settlement had to provide protections for the employees and union into the future.

The settlement language reaffirms the Contract, JCIM, and ELM on the issues management violated. Management was more concerned with keeping me out of the building than with the glaring safety and health hazards at the Annex. The settlement upheld the Union's case in both of these aspects – union rights and safety. It acknowledges that the Code of Ethical Conduct in ELM Chapter 6 must be applied fairly and equitably. It leaves no doubt that rule is "for all employees, both *craft and supervisory*." Nowhere else is this spelled out.

Management outright lied when they claimed that I was wrongfully in the Bronx Annex and had no right to take pictures. The grievance settlement cites the contract language to prove this. In the settlement, the parties acknowledge that "Article 14.2 provides a special priority for the handling of safety and health issues, providing for cooperative correction of unsafe conditions and enforcement as they arise". Postal management signed that they will adhere to the terms of Articles 14, 17, 23, the Code of Ethical Conduct and most importantly that this rule applies to management too.

An injury to one is an injury to us all and the struggle continues. ☐



## LEGISLATIVE AND POLITICAL REPORT

# We can and must make a difference

By Chuck Zlatkin, Director of Communications

**O**n July 23, 2019 over 5,000 APWU members participated in calling their members of Congress to ask them to co-sponsor the USPS Fairness Act (HR 2382). Why does this matter?

A major cause of the problems that postal workers are facing, was the passage of the Postal Accountability and Enhancement Act (PAEA). This was passed by the lame-duck Congress in 2006 (majority Democrats!) and signed into law by then President George W. Bush. HR 2382 would repeal the prefunding of retiree health benefits that was mandated by the PAEA. It required the Postal Service to prefund health benefits 75 years into the future. This meant paying for benefits for people who hadn't been hired by the USPS yet, and for those who hadn't even been born yet! The burden of this legislation was the excuse for the plant closings and cutbacks in jobs and services that has impacted all of us. The PAEA is responsible for 92% of any financial shortfall that the USPS has experienced.

The nationwide action for repeal of the PAEA was a success. APWU members called all 435 members of the House to either ask them to become co-sponsors of HR 2382 or to thank them for already signing on.

As of press time, there are 213 co-sponsors for HR 2382, just five short of a majority, as the Congress broke for its August recess. Seven sponsors signed on the day of the call and 18 more in the days following. We will surely surpass the majority when Congress returns. After the House

passes the bill, it goes on to the Senate where we start the process over again. But even in a majority Republican Senate, the task is not hopeless. The USPS is essential everywhere in this country, whether in blue, red or purple states.

These kinds of actions matter and they do work. The call probably took about a minute or two. If you have never done it before, it is easy. You call a switchboard number which asks for your zip code and determines who your Representative is, then connects you to his or her office. You simply tell the staff person or recording that you are a constituent in favor of the USPS Fairness Act and would like your representative to co-sponsor it. It is that easy, and it works! We can and we must win this fight!

### **It is not too late for you to participate**

If you haven't done so already, you still can participate in this all important action. The call-in number is still operational. You can call 844-402-1001 or text FAIRNESS to 91990 and you will be connected to your representative.


### **Postal Board of Governors reaches a quorum**

On August 1, 2019, before adjourning for its August recess, the Senate confirmed three appointees to the Postal Board of Governors. Combined with the two sitting members, this creates a quorum on the Board for the first

time since 2014. This is significant because a major part of the reason that there wasn't a quorum was because of the actions of the four postal unions, especially APWU.

Beginning in 2013 and through 2014, then President Barack Obama was facing vacancies on the Postal Board of Governors.

Disappointingly, he nominated a group of potential Board Members, both Democrats and Republicans, who were predominately privatizers. His nominations included James C. Miller III, the leading advocate for privatization of the Postal Service. Miller, a Republican, had been the Budget Director under President Reagan. He had already been on the Board of Governors from 2003-2012, serving as its chair from 2005-2007. When asked at his Senate confirmation hearing why he wanted to return to the Board, he responded "Because I have unfinished business" - meaning privatization! Miller had to be stopped and he was, by the postal unions and the actions of Senator Bernie Sanders (I, VT) who steadfastly blocked the appointments at the behest of the postal unions.

Now in 2019, there is finally a functioning Board that includes advocates for a public Postal Service such as David C. Williams, former Inspector General for the Postal Service, who produced the first reports calling for postal banking. Newly appointed to the Board are Ron Bloom, Roman Martinez IV, and John Barger. [We will have more on them in the next issue of *The Union Mail*.] 




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## APWU CONTRACTS BATTLE MOVES TO INTEREST ARBITRATION

# USPS “Business Plan” attacks postal workers’ pay and benefits

**J**uly 2, 2019, an article in *Government Executive* is entitled: “Postal Service Floats Big Cuts to Employee Pay, Leave, and Benefits.” Specifically, the Ten Year Business Plan includes the worst features of the attack on workers over the last 20 years—cutting jobs, closing plants, understaffing, and lowering delivery standards.


 Presentations at Arbitration will pit management’s “Businee Plan” against the union’s “Service Plan.” The USPS has proposed slash and burn cuts before Congress has even addressed legislation to reform the Postal Service. They are seeking to make current workers put thousands of dollars

more into their pensions and phase out pensions for new workers. They are looking at cutting pay and benefits and increasing the non-career work force with a new tier at even lower pay with less benefits. Along with this are plans to cut more jobs, close more mail processing plants, and increase contracting out postal work.

 In contrast, the APWU has an army of experts, economists, lawyers, and experienced postal workers to present ways to expand and improve service to the American public. Implementing this plan would increase customers and revenue, creating more jobs and a healthy economy. These include:

Restore overnight delivery; Reopen closed plants to expand the network; Proper staffing; Add financial services; Use the postal infrastructure to perform same-day delivery; Promote Vote-by-Mail; Expand retail hours.

### Show our strength!

To show support for this optimistic plan, we have to continue to show solidarity on the work floor and in our communities. The public is our greatest ally. Let your friends, family, and neighbors know that the union wants to save and improve the people’s postal service. The union is the first line of defense against privatization which would mean increased prices and an end to universal rates and service. *The US Mail is Not for Sale!* 

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## VOTE: APWU National Elections!

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Ballots will be mailed out between September 10 and 15, 2019.

**VOTE!**

APWU is one of the few unions where you elect officers directly.

**VOTE!**

These are the officers who will be leading our union into the future.

**VOTE!**

You have a right and a responsibility.

**VOTE!**

Your ballots must be in by October 5, 2019, so mail it right away.

**VOTE!**

*[Instructions will be posted as to what to do if you don’t get a ballot.]*



# NY Metro brings postal banking to APWU PPA Conference

**F**lo Summergrad and Chuck Zlatkin joined 90 editors of APWU Local publications from around the country at the biennial PPA Conference, July 30–August 3, in Altoona, Iowa. As usual, President Tony Carobine organized an exciting event, featuring in-depth labor and journalism workshops. The classes maximize participation and hands-on learning to share experiences and improve skills. Communication is key to vibrant and active unions. It's the job of APWU communicators (print, photo, video, we, etc) to carry the message to our members.

One such message is the Campaign for Postal Banking. *The*



**Tony Carobine, President of the APWU Postal Press Association (PPA) with Flo Summergrad and Chuck Zlatkin, editors of *The Union Mail*.**

*Union Mail* has been covering this issue since the 2014 OIG Report: “Providing Non-Bank Financial Services for the Underserved.” All the articles, photos, petitions and cartoons NY Metro Area Postal

Union has published were made into packets for each editor to take back and use to educate their local members. Chuck Zlatkin gave a presentation highlighting the needs postal banking would fill in the nation’s “bank deserts.” He called postal banking “a win/win/win:” A win for the public who’d be freed from predatory lenders and check cashers; a win for the USPS which would receive increased revenue; and, a win for postal workers in securing our jobs.

For postal banking to become a reality, there has to be a push from the grassroots. Getting APWU’s communicators informed and energized is a way to make this happen. ☐

*Photo by Lance Coles*

## POSTAL BANKING UPDATE

*By Chuck Zlatkin, Director of Communications*

**T**he Bronx has been a focal point for postal banking because it is the area that has been hardest hit by the abandonment of banks. Its residents have been prime targets for check cashers, title loan rip-off artists, pawn shops and the rest of the financial predators.

The Campaign for Postal Banking, the APWU and New York Metro Area Postal Union have selected the Bronx for a petition campaign calling upon the Bronx Postmaster and the Postmaster General of the United States to bring postal banking to the Bronx. The petition campaign in the Bronx has surpassed 10,000 signatures and is still ongoing. A special acknowledgement to the NY Metro retirees who have done most of the work in making this petition drive

campaign a success!

### Postal Banking and the Presidential Race

In the current race for President of the United States, three candidates have made postal banking a part of their campaigns. Senators Gillibrand (D-NY), Sanders (I-VT), and Warren (D-MA) are all strong advocates for implementation of postal banking. While their approaches differ, their understanding of the importance of postal banking is real and it brings the issue to the national stage.

### For and against postal banking

In June 2019, Senator Bernie Sanders (I-VT) and Congress-member Alexandria Ocasio-Cortez introduced a plan to cap credit card interest at 15%. They felt that if financial

institutions would resist this, what better way of counteracting their negativity in the future than instituting postal banking! Also in June, the House adopted an amendment, introduced by Congress-member Bill Pascrell, Jr. (D-NJ), backing the Postal Service’s expansion of financial services.

Every time that there is something positive in the works for postal banking, an outcry comes from the financial sector, be it the banks, the predatory lenders or their spokespeople like *The American Banker*. (Originally an independent business newspaper that covered the banking industry, *American Banker* is now owned by Observer Capital, a private equity firm founded by Joseph Meyer.) ☐



# Congratulations to the 2019 Scholarship winners and their families!

It was a great pleasure for the NY Metro Area Postal Union officers to present ten young people with this year's scholarship awards. Each winner was given a 2019 trophy, a congratulatory letter, and a check for \$2000 toward their higher education.

The number of winners and amount of the scholarships vary from year to year based on contributions to the fund. The vendors who work with NY Metro Area Postal Union give generously to sponsor these awards.

As President Smith told the students, "This award is a tribute to you and to your family. Your parents and family members are part of your achievement." Executive Vice President Tiffany Foster told them all to "Keep striving! The possibilities are infinite."

These ten are part of our large union family! Labor unions are an active part of the community. NY Metro is active in our members' lives. The labor movement strives for our children, our grandchildren, and beyond to have a better future. This has been the American Dream. By living their dreams, these bright young people are an example to others.

Our local union is proud to play a small part in helping our daughters, our sons, and ourselves in getting more education to make their contribution to our society and our world. They represent postal workers in Manhattan, the Bronx, and our two big New Jersey facilities, DVD and the NDC.



Gileene Mullings, Clerk at Highbridge Station; Latavia Council, daughter of Rockefeller Center Clerk Sandreaus Cobb; Joshua Hornilla, son of DVD Clerk Jefferey Hornilla; Melody Delancey, daughter of Grand Central Clerk Maureen Delancey; Shalyn Smalls., daughter of FT George Clerk Linda Blackett Smalls; Chailynn Henderson, daughter of JAF Clerk Cheryl Ashley



Mary Phan, daughter of NDC Clerk Chi Nguyen; Parth Rana, son of DVD Clerk Rajesh Ran; Sarah Smith and Rayna Smith, daughters of NDC MH Kevin Smith

Photos by Kevin Walsh

This group has a wide range of interests and will go on in many fields. Some are just starting college; others are already successful in school. The postal clerk is learning skills to move on to another career.

But they were reminded to always remember and respect

where they came from. "Don't forget the labor movement and the working class." We are proud to be from union families and proud of the men and women who work hard to provide the public with good postal service and their families with solid values. ☐

## Winners in alphabetical order:

- Latavia Council, daughter of Rockefeller Center Clerk Sandreaus Cobb
- Melody Delancey, daughter of Grand Central Clerk Maureen Delancey
- Chailynn Henderson, daughter of JAF Clerk Cheryl Ashley
- Joshua Hornilla, son of DVD Clerk Jefferey Hornilla
- Gileene Mullings, Clerk at Highbridge Station
- Mary Phan, daughter of NDC Clerk Chi Nguyen.
- Parth Rana, son of DVD Clerk Rajesh Rana.
- Shalyn Smalls, daughter of FT George Clerk Linda Blackett Smalls
- Rayna Smith, daughter of NDC MH Kevin Smith
- Sarah Smith, daughter of NDC MH Kevin Smith

# Fentanyl and dangerous substances in the mail



By Flo Summergrad

**M**any current workers were not in the Postal Service in 2001 when anthrax shipped through the mail killed two postal workers and sickened others. Joseph P. Curseen, Jr., and Thomas Morris, Jr., were two long time postal workers who were performing their regular jobs of sorting the mail in the Brentwood plant. It was two days before anthrax was recognized and the plant was closed.

Some of these brothers and sisters have never recovered from anthrax poisoning. Other co-workers in the DC area, in Connecticut, in South Jersey, and in Morgan Station were displaced from their jobs and/or placed on long term antibiotic regimens. No matter what, postal workers continued to process and deliver the mail. Congress praised the workers as quiet “heroes” and for a while there was a heightened awareness of job safety.

Over time this has faded. But dangerous substances continue to go through the mail. Of particular concern in 2019 is the shipping of fentanyl – a very dangerous and deadly synthetic opioid. It can be prescribed legally in cases of severe pain. But it is also in circulation illegally and tiny amounts can kill.

In 2018, the APWU demanded that the Postal Service provide naloxone to post offices to use as an antidote to fentanyl poisoning. Narcan nasal spray (which is naloxone) has begun to be deployed and postal first responders trained in its use. This is so important that

Section 8-6-2 of the EL 801 (Supervisor’s Safety Handbook) has been revised to allow trained personnel to administer Narcan to employees who are suffering from an opioid overdose. “As a result, we [postal management] believe the Postal Service will be better equipped to quickly respond to opioid overdoses and counteract the resulting effects that accidental exposure to opioids in the mail flow may have on employees.”

It’s good that the Postal Service responded to the Union’s concern. However, there does not seem to be a sense of urgency. At the New Jersey International & Network Distribution Center (NJI&NDC), for instance, our Labor/Management Safety and Health Committee has repeatedly requested more than one Narcan kit. The facility runs 24/7 and measures over 1.5 million square feet and employs over 2000 people. It is a mechanized plant that handles inbound parcels from China, which was recently revealed on the program 60 Minutes as a major source of fentanyl entering the United States.

The NDC has a Medical Response Team (MRT) consisting of trained volunteers on every tour to handle emergencies. When the Narcan kits were issued by the USPS in 2018, the MRT was trained immediately. They had hoped to have at least 5 kits in key locations so Narcan would be accessible for a possible overdose situation, but there is only one kit. The other big plants covered by the NY Metro Area Postal Union—DVD and Morgan Station—have also been limit-

ed to one Narcan kit. Unfortunately, the Postal Service seems to be more concerned with the bureaucratic “Phases” of its deployment plan than with responding to the needs in a possible emergency. It is now over a year without a response.

Due to the nature of our business, postal workers are vulnerable to dangers that may be in the mail. Any parcel leaking an unknown substance should be treated as dangerous until knowledgeable Hazmat personnel have checked it and declared it safe.

USPS Publication 167-B (“Response Checklist for Suspicious Mail and Unknown Powders or Substances”) should be reviewed regularly in safety talks. Some of the instructions are:

- DON’T try to clean up the unknown substance.
  - Shut down any moving equipment as well as ventilation systems.
  - Clear the area.
  - Note the names of who is there in case there has been exposure.
- Each facility has its own Emergency Plan and protocol for who to call. Make sure that you get regular instructions on what yours is.

Protecting the public postal service means protecting the mail and protecting ourselves as workers. Know the protocol for possible dangers in the mail. Insist that your post office has Narcan and people trained to use it. Know the procedures for suspicious mail and who to call.

The life you save could be your own! ☑



# Stop the sale of the Postal Service to private corporations

By Chuck Zlatkin, Director of Communications

**T**he *Union Mail* has been reporting on the threat of privatization. Earlier this year a three part series, “Stop Postal Privatization” detailed the impact of President Trump’s Task Force on the Postal Service; the Office of management and Budget (OMB)’s report calling on the Postal Service to prepare for future conversion from a government agency into a privately held corporation; the role of the right-wing Heritage Foundation in the privatization of the Postal Service and its overwhelming presence in the White House, and the efforts that must be mounted to mobilize the anti-privatization fight.

While postal workers face the very real, immediate impact of a hostile postal management day in and day out on the work-floor, fighting privatization, may seem far away and removed from their daily plight. But when the U.S. government issues reports calling for the elimination of collective bargaining, cutbacks in pay and benefits and cutbacks in services to the public, the eventual sale of the Postal Service to private corporations is a very real and immediate threat to the jobs of postal workers. It is time for action!

## **The U.S. Mail Is Not For Sale!**

One of the most powerful things that can be done is talking to people about the threats that postal privatization poses. When we talk to people we know, we need to make sure that we are talking in a way that

they can understand. To assist us in doing that, the APWU engaged the Hart Research Associates to conduct a survey of the general public. This survey was conducted by Hart between July 31 and August 5, 2018. They wanted to find out exactly how the public sees the Postal Service, what was their understanding of privatization and determine who would be the best spokespeople for an anti-privatization campaign.

The first question in the survey was to see how people valued the services provided by the Postal Service. 96% of the respondents found the services either very or fairly important, while only 4% of the people found the services not important. When the respondents were asked to rate the job being done by the Postal Service, 88% said excellent or good job, while only 12% said the job was only fair or poor.

Phrasing the question in different ways showed that people may not be clear on terms but they do understand the basic issue. When the respondents were asked how they felt about “privatizing” the Postal Service. 36% were favorable and 36% were unfavorable. But when the same respondents were asked how they felt about the Postal Service being sold to private corporations? 59% were unfavorable and only 24% were favorable. This shows that the words we use are extremely important. We must

know our audience and deliver the key message to them clearly.

The last question that the Hart survey used may be the most important one in determining what our role as postal workers should be in the fight against privatization. When asked whom they were interested in hearing from on Postal Service issues, the public named postal workers as their first choice. Yes, on the issue of selling off post offices to private corporations, the people want to hear what postal workers have to say!z

## **How we talk matters**

Be confident in knowing that the public wants to hear from you on this matter. Focus on the words, “selling the Postal Service to private corporations.” Also mention that the OMB report suggests cutting service and cutting jobs. This is about creating profits for stockholders, not serving the public. Most people think that the USPS does an excellent or good job. They don’t think the Postal Service requires a major overhaul.

The public rejects all proposals to charge higher prices for certain customers who may live in rural areas or other places that are hard to reach. The American people want the universal service and uniform rates that are guaranteed in the U.S. Constitution. All this would be gone if the Postal Service gets sold to private corporations.

Fight for the public to keep their postal services, and you will be fighting to keep your job at the same time. The struggle continues. ☐

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## *In Memoriam: Josie McMillian, NY Metro President 1980~1999*

**J**osie McMillian, the first African American woman to be an APWU Local President, passed away on July 24, 2019, at her home in Alabama at the age of 79.

Josie was one of the first LSM operators. Her path to union activism was through organizing workers in NYC to protest the LSM conditions by shop floor actions.

Sister McMillian became a shop steward and then an officer of the NY Metro Area Postal Union led by President Moe Biller. When Moe became the President of the national APWU in 1980, Josie became President of the Local. Until 1999, she continued as the head of the NYMAPU, the largest and strongest of the APWU Locals.

In 1978, Josie was one of the women who caucused at the National APWU Convention after being shut out on the Convention floor. These sisters formed the Post Office Women for Equal Rights (P.O.W.E.R.) to develop female leaders and bring the issues affecting women workers into the mainstream of the APWU. In 1988, President McMillian sent busloads of NY Metro members and their children to a rally in Washington, DC, demanding the Family and Medical Leave Act. The FMLA, which was finally passed in 1993, has been a tremendous benefit for working women.

As one of the only women and one of the few African Americans in a powerful union position, Sister McMillian was both respected and feared by labor leaders in NYC and throughout the country. She was the recipient of the world's, "Who's Who of Women" and "Who's Who of Black Women."

Josie McMillian will be remembered for her strengths. She helped establish a solid APWU presence in the NYMAPU facilities in Manhattan, the Bronx, and the Jersey BMC and DVD. Many strong stewards emerged during her tenure. Her much-criticized purchase of the NY Metro building on West 31st Street still serves our members today, 20 years after her retirement.

In an era when postal women were a small minority of the work force, it took courage to stand up against postal management while battling the sexism and racism in the labor movement. Josie McMillian broke through barriers that had been in place for hundreds of years. This is her legacy. ☐

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## Postal News Briefs

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### FEDERAL JUDGE OVER-RULES NLRB ATTACK ON "SCABBY THE RAT"

Public shaming of an anti-union employer does have an impact. The Trump-appointed NLRB requested a preliminary injunction to ban the use of an inflatable rat at a ShopRite non-union construction site on Staten Island. On July 1, 2019, U.S. District Judge Garaufis denied the request. He ruled that Local 79's "peaceful use of stationary, inflatable rats and a cockroach to publicize a labor protest is protected by the First Amendment."



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### THE EPA IMPOSES ANTI-LABOR CONTRACT

Despite Trump's legal defeat in trying to change federal labor contracts by Executive Order, the federal Environmental Protection Agency (EPA) stopped negotiations with the American Federation of Government Employees union and imposed a labor-unfriendly contract. This changes work rules, makes it easier to fire workers, and basically eliminates access to the grievance procedure. Union reps will be forced out of offices and denied official union time on the job to investigate and prepare grievances. The AFGE Union has filed Unfair Labor Practice charges.



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### JOB CUTS DID NOT SAVE MONEY

Although the Postal Service slashed 10,000 jobs in fiscal 2018 (half of them in mail processing), it did not save money. It was forced to increase overtime by 31% -- a reality experienced by postal workers at plants like DVD and Morgan Station, who were mandated to work well beyond the voluntary Overtime Desired List. But, instead of looking at expanding career jobs as a solution, the USPS continues to defend staffing cuts as necessary "due to decreased mail volume." Yet in Morgan Station, for instance, they continue to hire PSEs. ☐



## CALENDAR

### Wednesday, September 18

5:30 pm

General Membership Meeting

Hotel Pennsylvania

401 Seventh Ave (between 32 and 33 Streets)

Paris/Zurich Room, 6th Floor

(check calendar in lobby for room change)

### Wednesday, October 16

5:30 pm

General Membership Meeting

Hotel Pennsylvania

401 Seventh Ave (between 32 and 33 Streets)

Paris/Zurich Room, 6th Floor

(check calendar in lobby for room change)

### WINNERS! June 19

General Membership Meeting

50/50 Winner was Jeff Lizardi \$45

COPA Contribution \$43.75

\$100 Gift Card Raffle LaTonya Kindall

Come be a WINNER at the next meeting!

### APWU LOCAL 10 BLDG. CORP

Beginning Balance as of June 1, 2019	\$ 1,332,217.02
Total Revenue June 2019	\$ 215,570.00
Operating Expenses June 2019	\$ 140,021.93
Total Net Income June 2019	\$ 75,548.07
Closing Balance June 30, 2019	\$ 1,407,765.09

**SISTERS!** Come to NY Metro P.O.W.E.R. meetings! As an APWU member, you are automatically a member of P.O.W.E.R.)

Where: Union Office, 350 W. 31st Street, 3rd floor

When: 1:00 pm, the 4th Wednesday of every month  
September 25 • October 23



*Step up! Join the NY Metro contingent in the NYC Labor Day Parade!*

LABOR  
DAY

**BUILDING WORKERS POWER TOGETHER!**

**WHEN: September 7, 2019**

**TIME: Meet at 10:00 am (step off at 10:45 am)**

**WHERE: East 45th Street between 5th Avenue and Vanderbilt Avenue**

**FUN! FOOD! FAMILY & FRIENDS WELCOME!**

**(Look for the NY Metro Area Postal Union trolley.)**





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

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## STAY IN TOUCH WITH YOUR UNION:

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

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

NAME: \_\_\_\_\_ FACILITY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ EMAIL: \_\_\_\_\_

COMMENTS/SUGGESTIONS: \_\_\_\_\_

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