



The

Union Mail

Vol. 66 No. 2 | February 2023

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.

WANTED

Dead or Alive

HARRIET "MOSES" TUBMAN

NEGRO SLAVE
ABOUT 5 FEET
TALL, SCARS ON
HER NECK AND A
DEEP SCAR ON HER
FOREHEAD, PLAIN
WOMAN, LOOKS
HARMLESS, BUT
CARRIES A GUN.



*"I freed a
thousand slaves.
I could have
freed a thousand
more if only they
knew they were
slaves."*

Wanted For Helping Slaves Escape
On The Underground Railroad

REWARD: \$40,000

BLACK HISTORY MONTH 2023 Pg 7

PRESIDENT'S LETTER

Death by NON-compliance

**Jonathan Smith**

The Postal Service's non-compliance with arbitration awards and grievance settlements is a persistent problem. Riddle me this: when is a win a loss? Well, in the USPS, it's when you mutually settle a grievance or win in arbitration, and the Postal Service delays paying the grievant back pay for months or sometimes years. The simple definition is that USPS failure and/or refusal to comply with an arbitration award or grievance settlement constitutes non-compliance.

Arbitration and settlement awards need to be clear and unambiguous. If possible, the exact amount of damages should be outlined in the grievance or settlement because management is real slick. I have seen them argue over the lack of specificity in the remedy request, in an effort to send it back for clarification. My remedy is always: "make the grievant completely whole for all wages, benefits and entitlements, including but not limited to OT, penalty OT." And if the grievant is in the street, I ask that they be returned to work immediately, because if I don't, the Postal Service will take their sweet time.

If an employee has been waiting for their day in court and it takes us a year to get the case heard in arbitration, then our grievance system has failed. If the employee gets awarded back pay and it takes us a year to get them paid, the grievance system has failed. This ruins membership morale and faith in the

union. I have told APWU Headquarters that this has got to be a priority issue, because the non-compliance abuse has become so systemic, that I can't get excited about winning grievances anymore because of the dread that Now-the-Real-Fight-Begins syndrome engulfs my mind. What games are they going to play this time?

What infuriates me even more is management's excuses: "I don't have access to the system to put in back pay." Seriously isn't that a part of your job? "No one taught me how to calculate back pay". So you do nothing, like the issue is magically going to disappear? The worst excuse is: "We have no one who is trained to do arbitration, so management needs a continuance." Then why is the solution to have the grievant sit longer in the street? They have already been waiting 8 months to a year to get their day in court with no money. They can't pay their rent or mortgage, their car has been repossessed, their credit is shot. And their home life is crumbling. Their spouse is angry because the bills are piling up. The children are losing respect. And all this emotional misery – depression, frustration, and anxiety.

And after all that and the hard work of the union to document, prepare, and present the proof that there was no just cause to fire you in the first place. Then, a victory, you win your case! But management still wins in the end because they know that they are going to purposely invoke their own brand of "justice" via non-compliance. Delay. Delay. Delay. Paperwork and more delay. Where is the back pay? Landlords and creditors don't want

to hear that the Postal Service is going to pay in the future. So the frustration goes on. And, sadly, you often vent your anger at the union that won your case.

The supervisors and managers who did you wrong and caused the problem in the first place are never held accountable for taking their pound of flesh management style. In fact they're encouraged to say phrases like "So grieve it!" *They know they can't win the case but the contempt toward the workers is: "I'm going to let them sit in the street until the case gets to arbitration."*

The best thing about doing grievances is to see the results of your hard work when you're finished. Instead, even winning is losing. APWU Headquarters, I'm screaming Help! Something must be done about "Death by NON-compliance." Our reputation is at stake. ☑

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Cover: Replica of a Harriet Moses Tubman reward poster.

LEGISLATIVE AND POLITICAL REPORT

Congressional power changes affect USPS

By Chuck Zlatkin, Legislative and Political Director

The 118th Congress, which was a bit delayed in being sworn in because of internal problems with the new Republican majority, promises to be much different than its predecessor, and that is not in a good way. The 117th Congress brought us the Postal Service Reform Act of 2022 (PSRA) under the leadership of then chair of the House Oversight and Reform Committee, Carolyn Maloney (D-NY), and Gerald Connolly (D-VA) chair of the House Subcommittee on Government Operations. The PSRA legislation, decades in the making, brought about much needed financial support for the Postal Service. The 117th also enabled the purchasing of new postal trucks and dealing with mail service problems. With the new Republican majority in the House, there will apparently be a change in focus.

Maloney was defeated by Jerrold Nadler (D-NY) in a primary challenge in their newly combined district in November and will not return to Congress. Connolly is still in Congress but in the minority party.

A different time for the Postal Service in Congress

James Comer (R-KY) will now be the committee chair and has made it clear that the committee “. . . will continue our investigations into the national security threat posed by the Biden family’s influence peddling and shady business schemes, President Biden’s border crisis, COVID origins and U.S. taxpayer dollars used to fund dangerous research in Wuhan, the disastrous Afghanistan withdrawal, President

Biden’s energy crisis, waste and mismanagement of pandemic relief funds, and more.” Comer makes no mention of the Postal Service or the Postal Reform Act, which was a bipartisan effort which he supported.

Democrat Gerald Connolly is heartened by the passage of the PSRA but understands that there is still much that needs to take place in the Postal Service. He stated, “The passage of the Postal Service Reform Act demonstrates that we can find bipartisanship on protecting the USPS.” Connolly went on to say, “Unfortunately, Republicans have already demonstrated they will be more focused on debunked witch hunts than working for the American people.”

Republicans on the committee have been overwhelming supporters of Postmaster Louis DeJoy. When negotiations were taking place on the Postal Reform legislations, Comer made it clear that if there was any action to remove DeJoy as PMG, it would create problems for Republican support of the bill. Comer, as the Republican leader on the committee, was pivotal in getting the legislation passed in the House. Support in the Senate was led by Senator Gary Peters (D-MI) and Senator Rob Portman (R-OH).

It will be evident under Comer’s leadership that the committee will be much friendlier to DeJoy and his

policies without providing the scrutiny that prevailed under the Democrats. This will put added pressure on the Senate side as leadership for postal issues will have to come from Peters’ Senate committee in 2023.

Meanwhile, the White House is still mum on whether they will appoint new members to the Postal Board of Governors in 2023. As of December 8, 2022, two BOG members can be replaced at any time.

The Postal Service delivers in the 2022 Elections

On January 9, 2023, the USPS issued its report on the Analysis of the 2022 Delivery of Election Mail during the 2022 midterm elections. The USPS reported it delivered 54.4 million ballots successfully to and from voters during the general election. It claimed that 98.96 percent of ballots were delivered from voters to election officials in just three days. The Postal Service also reported that ballots, on average, were delivered from voters to election officials in under two days.

PRC votes in new Vice Chairman

The Postal Regulatory Commission voted unanimously to designate Commissioner Mark Acton as Vice Chairman of the Commission effective January 1, 2023, succeeding Commissioner Ann Fisher. Agency regulations provide that the commissioners elect a member to serve as Vice Chairman for a term of one year. Commissioner Acton was reappointed to the Commission by President Barack H. Obama on December 12, 2016. ☐



PART 5

Postal history—The Post Office and World War II

By Chuck Zlatkin, Legislative and Political Director

The U.S. Post Office was involved with World War II at first from afar. There was an awareness that developments in Europe in the 1930s could have a major impact on the receipt, dispatch and delivery of mail if war broke out. In 1938, Postmaster General James A. Farley had sent Joseph Gartland to England on official business. While there, Gartland, seeing how Britain was responding to world events, felt that the Post Office should do something similar here. Preparations were begun between the Post Office and the War Department to plan for national preparedness in time of emergency. In 1939, a war time postal policy was established. The War Department worked with the Post Office in planning efficient mail delivery for troops on maneuvers, including the first formal notice concerning mail service to troops

Following the Munich Pact – (Hitler’s incorporating Czechoslovakia and marching into Prague) --the impact on mail delivery internationally was major. There was an internal notice in the Post Office concerning mail exchanged with prisoners of war, explaining to personnel about exempting them from postal charges. This was followed by the suspension of parcel post service to Poland. By 1940, the nations with parcel post delivery suspended grew to 29 countries. The agreement between the War and Post Office Departments came up with a remarkable plan for the handling of mail for millions of military



personnel in the United States that would expand to bases around the world. Later that year, the Army Postal Service was created by the Postal Inspection Service.

President Roosevelt signed a bill authorizing the fingerprinting and registration of all aliens in the United States. The Post Office was selected to do that work. Almost 5 million were processed. By the end of 1940, 300,000 members of the Army were participating in war games and the Post Office provided them mail delivery. The Postmaster General issued an order granting leaves of absence for employees who would be called to military duty.

Mail service for the armed forces was of supreme importance to the Post Office. The Annual Report of the Postmaster General in 1943, affirmed this. “The most important task of the Post Office Department now, is the expeditious handling of official military and naval mail and seeing to it that our men and women in the armed forces have rapid and uninterrupted postal communications with their families and friends. All other postal problems must be and are subordinated to this one.”

Essential to the war effort
The Post Office Department was

faced with two major tasks as the war developed. The first was the maintenance of normal civilian mail service with all the difficulties that wartime was presenting, The second was meeting the needs for mail delivery to 12, 000, 000 service men and women stationed all over the world. The first was met by the ingenuity, patience, and determination of postal employees. The second was met because of the efficiency between the Post Office and the military agencies. The events of World War II showed for all to see that the Post Office was an essential part of national defense. At the time, the Post Office was the means of communications of the Government, defense agencies, and industry. The Post Office was vital to maintaining morale on the battlefield as well as at home. It was a key part of virtually all aspects of the national welfare.

It was during World War II that the Post Office established itself as a vital part of the nation’s critical and essential services. The Post Office received the praise and high priority ratings that have lasted until the present day.

The Post Office did an admirable job during this period, considering the fact that they were doing without the more than 56,000 trained personnel who were lost to military service. Women had to step up into jobs that had been traditionally male. The record is one for the American people to be proud of and to have similar expectations for any future emergencies.. [E]

Photo: Members of 6888th Battalion, Women’s Army Corps, work alongside French civilians to clear the backlog of American military mail in Europe, 1945. Courtesy U.S. Army Women’s Museum Archives

NYSNA strike: Nurses win better staffing

By Peter Boyer

"Striking nurses' top two demands were about safety and patient care; their strike was not about money but more help. The postal workers can identify with these heroes because our demands are the same, A safe workplace and a better experience for the customer!"

-- Jonathan

Smith,

President NY

Metro Area Postal Union

In March of 1970, postal workers went on strike for eight days to make the workplace better for not only themselves, but also for all who came after them. As a result of the strike, we now have collective bargaining over our wages, benefits, and working conditions. That's why we have a contract that management must follow, and a grievance procedure for when management doesn't hold up their end of the agreement.

More recently, nurses at two hospitals (Montefiore and Mt. Sinai) in New York City went on strike for three days, which led to a similar positive outcome. Not only will nurses earn a 19% wage increase, but the hospitals now must increase nurse staffing. This is important for two reasons. First, there will be more unionized nursing jobs that people can apply for. This gives more nurses the opportunity to make a good



living. Secondly, patients in the hospitals will likely receive a higher level of care when there are more nurses to take care of them.

If you had the choice between going to a hospital where there is one nurse per eight patients or one nurse per four patients, it would make sense to choose the hospital where there are fewer patients for each nurse. When nurses have fewer patients to care for, they have the ability to give more attention to each patient. You can expect better care when your nurse isn't overwhelmed with too much to do and not enough time to do it.

Sometimes, the bosses forget who gets work done. Just like postal management can't process and deliver the mail without us, hospital management can't treat patients without nurses. When our supervisors try to run the machines or staff the windows with fewer people, it takes

longer for the work to get done, simply because there aren't enough people to do the work. That's why the APWU works to increase staffing at postal facilities. While it does provide more jobs for our members, it also improves the service level for the American public.

The New York State Nurses Association took action to increase

staffing at hospitals for the same reasons we try to increase staffing at post offices. Not only do they want more good jobs, but they care about people and want to do the best they can to help people who come to rely on them. When hospital management thought they could get away with lower staffing, the nurses stood together in solidarity to demand higher staffing levels. The recent three-day strike shows how powerful unions can be when their members support each other and act collectively.

Even though the law forbids postal workers from striking, we can still stand together for what is right. Just as nurses want to take care of their patients, we should want to do right for our customers and each other. We are all part of the union. Let's look out for one another so we can make our jobs better now and in the future. ☐

Payroll theft from postal workers

Over the past month, postal employees have received confusing and conflicting reports about the payroll scam. Only one fact is sure – some of us have been robbed of our hard-earned money! This occurred during Pay Periods 26/22 and 01/23.

First, we were told that this was happening through bogus phone calls. Employees were tricked into giving callers posing as Postal Inspectors their Employee IDs and other personal information. Then, we were told that employees going into USPS sites like Postal Ease and Lite Blue were being fooled by fraudulent sites that mimicked the real ones. This was allegedly connected to using a Google Search Engine which allowed access to these sites. We were warned to look for misspellings or other indications that these were not the valid Postal Ease or Lite Blue.

Security Stand-Up Talks from the Postal Service on this fraud were issued on December 23, 2022, but not properly disseminated. Some supervisors did not hold the talks. They were not prominently posted and were of limited value. The Unions began to post warnings and information that got more attention, but we had no real access to know what was going on or how to combat it.

On December 29, 2022, any access to making changes to payroll information from a non-postal computer or your phone was closed down. You could only get access through a USPS computer. There was a Stand-Up Talk issued on December 30, 2022. Meanwhile people using Postal Ease could not

get in and were then told it was closed for security reasons.

However, there was no methodology put in place for employees to use postal computers instead. The APWU reported that in many places, supervisors and managers flatly refused access.

In any and all communications from the Postal Service, the blame was shifted to the victims. We were warned not to share our information, to change passwords, to be cautious on all sites.

As affected employees saw problems with their pay, it came out that money had been moved by changing allotments or by sending the net income to another bank. It seems likely that many workers do not even know their funds have been diverted.

In the few cases we have seen at the NDC, not one of the victims had received a phone call, nor had they made any changes to their account. Mysterious allotments turned out to have been sent to banks in other states, and in one case to PayPal. The allotments authorized by the payee were over-ridden, so payments for mortgages, for insurance, and for other matters did not get paid. Instead, the money was diverted elsewhere.

Postal Accounting is promising to refund our money “when it is returned from the financial institutions” is not much of a promise. The banks that received the fraudulent payments were most likely not parties to the original scam. However, they are not just going to refund the money without legal proof. Since funds went different places, this will (at best) be a lengthy process.

There is hope!

New protections [MFAs] are in place that should stop the bleeding. A new multifactor system is being implemented. Eagan, MN, our finance department is reporting recovery and return of over \$300,000 and more to come.

What you should do:

1. Check where your net-to-bank and allotments ended up. If the money did not go to your bank or your payees, REPORT it immediately to Accounting: 1-866-974-2733 and USPS Cybersafe unit: cyber-safe@usps.gov
2. It is possible to find out where the funds went. Get in touch with that bank and report that payment was fraudulent.
3. Report to your supervisor and your union. Keep records.
4. APWU advises filing a PS Form 216 for lost personal property. Your pay is your personal property and connected to the job.

Who pays?

There are clearly weaknesses in the Postal privacy system that enabled your secure data to be breached. Yes, in a world rife with identity theft and computer hacking, we must all learn to be super vigilant. But this scam is too broad to be an attack on a few careless individuals. Be careful but insist on answers. The Postal Inspection Service is investigating. Make sure they are aware of what happened to your account. The more data they have to work from, the more they can learn to stop cyber-crime. ☑

[See page 8 for info on Reset and new Multifactor Authentication]

“Winning the holiday to recognize King’s legacy was a struggle in itself.” – APWU, January 2023

By Flo Summergrad

Forty years have passed since the federal holiday celebrating Dr. Martin Luther King was signed into law. Dr. King was not allowed to live for 40 years. He was assassinated at age 39 in Memphis, TN, where he had marched with 1300 striking sanitation workers – black men who had been denied the right to a union – who got no justice even when two of their coworkers were crushed to death by a malfunctioning truck.

AFSCME President Jerry Wurf demanded recognition of the union, better safety standards, and a decent wage. Like postal workers at that time, many sanitation workers had to rely on food stamps to feed their families. So they mobilized and marched.

There was an injunction against the workers’ march and troopers turned out. But King told them to march on. He called on America to be true to the rights said on paper. “Somewhere I read of the freedom of assembly. Somewhere I read of the freedom of speech. Somewhere I read of the freedom of the press. Somewhere I read that the greatness of America is the right to protest for right. And so just as I say, we aren’t going to let any injunction turn us around. We are going on.”

The striking workers did go on to win



The 1968 Sanitation Workers Strike that drew MLK to Memphis

Martin Luther King, Jr. was not there in body for the strike victory because he was assassinated on April 4, 1968. But he was there in spirit. On April 3rd, he had preached that God had allowed him to go up to the mountain. “And I’ve looked over. And I’ve seen the promised land. I may not get there with you. But I want you to know tonight, that we, as a people, will get to the promised land.”

It was this passion for justice that inspired millions of Americans to continue the fight. It prompted civil rights veteran John Conyers (D-MI) to stand up in the white Congress and insist that Dr. King’s legacy be honored with a national holiday. And he stood up for that proposal every January for 15 years until the support from the growing Congressional Black Caucus, the support from the nation’s labor unions, civil rights and community

organizations, religious bodies, and the support from more than 6 million Americans of every race and religion who signed petitions, made the holiday a reality. After a huge rally marking the 20th anniversary of the March on Washington, the White supremacist Jesse Helms failed in his filibuster attempt and an African American who supported the rights of workers, who fought for civil rights, and who opposed imperialist war in Vietnam was awarded national honor.

The APWU has promised an article in its current American Postal Worker on the role of our national union in this struggle. Those of us in NY Metro proudly remember the organizing on the workfloor to get petitions signed. We remember year after year staying home on King’s birthday in support of the holiday – sometimes with the okay of the supervisor but often not.

We remember the NY Metro membership meeting in 1983 when President Josie Macmillian announced that Ronald Reagan had signed MLK Day into federal law. There was a standing ovation. People cheered and cried because we had won that holiday. The passion to fight for it was part of King’s legacy. ☐

How to calculate your pay increases

Don't be confused. It's not as simple as adding 1.3% to the last pay scale. Yes, we got a contractual increase of 1.3% effective November 19, 2022. But this was not 1.3% of our base pay on that date! The Contract language states that we shall get an increase to our annual salary "equal to 1.3% of the annual salary for the grades and steps in effect on September 20, 2021."

Because there was COLA added into our base pay between

September 20, 2021, and November 19, 2022, the annual salary on our checks as of PP25/22 was higher than the yearly salary of September 20, 2021. Nevertheless, the contract raise had to be calculated as written – that is, 1.3% of what we were earning as of that specific date.

President Smith went back to previous Contracts and found that pay increases have always been based on the rate in effect on the last date of the previous contract. This is the standard language for calculating pay

increases in all our past Collective Bargaining Agreements (CBAs).

If you want to work the math out for yourself, start by going to APWU.org and print out the "Full Time Regular Employees Basic Annual Salary Schedule Effective September 20, 2021." Find your own Pay Grade and Step, then calculate 1.3%, and then add that figure to your current annual salary. Once you compute the increase in yearly pay, you can divide it by 2080 hours (52 wks X 40 hrs) to get the hourly pay rate. ☰


NEW PROTECTION FOR LiteBlue

USPS is strengthening security for LiteBlue. After January 15, 2023, a verification method called "Multifactor Authentication" (MFA) will add two or more verifications of identity. This method is used by banks to limit unauthorized access to online accounts.


When an employee logs on to Lite Blue, they will have to reset their password, verify the last four digits of their SSN, and set up multifactor authentication preferences. Once this is enabled, the procedure will allow access to Lite Blue.

Make sure you are shown the USPS service talk on this. The process is available on LiteBlue and from the Union. ☰


Credentials fall into 3 categories



1 Something you know.




2 Something you have.





3 Something you are.

Credentials should come from 2 different categories





Password





Verification





Access

OIG audit: Postal management and sex discrimination

By Chuck Zlatkin

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1984. The Postal Service has established several methods for employees to report sexual harassment complaints. The Office of the Inspector General of the United States Postal Service (OIG) created an audit that was self-initiated: “U.S. Postal Service’s Response to Sexual Harassment Complaints.” The audit report, published on January 9, 2023, is chock full of information.

The report states that the “Postal Service employs 653,167 career and non-career employees to carry out its mission.” The OIG detailit hopes to accomplish when it set out to “evaluate the Postal Service’s response to sexual harassment complaints involving Postal Service employees.” The OIG goal was to “assess policies and procedures related to handling sexual harassment complaints and the quality of the data and identified trends in the data for cases closed between the fiscal year (FY) 2019 and FY 2021.”

The OIG shows that its audit may be credible, but it states early on, that it “found the Postal Service may not have a complete picture of the extent to which sexual harassment goes unreported to management or through the EEO process.” The OIG found that data related to certain sexual harassment complaints is unreliable. Although the USPS was making significant efforts to meet the Federal EEO Commission requirements for sexual harassment response, opportunities for improvement in how the agency does this exist. The OIG also dis-

covered that 97% of managers who conducted the Initial Management Inquiry Process (IMIP) used to respond to harassment complaints had not completed required training. The same was true for personnel responsible for recording harassment data into the Workplace Environment Tracking System.

In addition to having personnel who aren’t fully trained administering the process used to deal with harassment complaints, less than half of the employees who experienced sexual harassment reported it to management or another official channel. Postal Service employees have the option to report sexual harassment within the organization through the agency’s internal anti-harassment program or the EEO complaint process. Employees can report to their manager, any supervisor, a Human Resources manager, or a union official. Human Resources and Labor Relations manage the anti-harassment program and policies.

It has become clear that without regularly surveying the workforce to obtain data on employees’ experiences of sexual harassment that are not reported through formal channels, the Postal Service cannot have a true and complete understanding of how often sexual harassment occurs, or the effectiveness of the anti-harassment program.

The Postal Service has implemented a “Zero Tolerance” policy for sexual harassment where no instances are acceptable.

The OIG has issued six recommendations as part of its audit. (Remember, these are suggestions to

management.) The OIG cannot order the Postal Service to implement changes; they can only suggest that it do so.

Recommendations:

- 1.** Chief Human Resources Officer should conduct employee-wide surveys to assess the extent which sexual harassment is not reported. (USPS Disagreed)
- 2.** The Vice President (VP) Labor Relations develop a verifiable process for all sexual harassment complaints. (USPS Disagreed)
- 3.** The VP Labor Relations implement system controls to require an issue code and issue description for cases processed in the Grievance and Arbitration Tracking System. (USPS Agreed)
- 4.** The VP Labor Relations establish a process to refer sexual harassment complaints that are dismissed from the EEO complaint process for procedural reasons to Human Resources for management investigation. (USPS Disagreed)
- 5.** The VP Labor Relations update Publication 552 to require validation that managers and supervisors have completed required training before they initiate an initial Management Inquiry Process. (USPS Agreed)
- 6.** The VP Labor Relations require all users who have access to Workplace Environment Tracking System to provide documentation that they have completed training. (USPS Agreed)

The OIG considers management’s comments to 1, 2 and 4 “non responsive” and will pursue them through the audit resolution process. They will consider management’s comments to 3, 5, and 6. ☐

POSTAL PRIDE

Vote by Mail here to stay!

The January 9 report on mail-in ballots showed that over 54 million people voted by mail in the midterm elections. The December 6 run-off in Georgia for the US Senate also tallied many ballots by mail. By the end of that election, the USPS reported 54.4 million recorded votes by mail. Postal workers put out a bi-partisan effort to allow Americans to enjoy the right to vote without having to go to the polls in person. In a time when there is still concern about COVID, the flu, and other infectious illnesses, this has enabled more people to vote without fear.

Although there are many complaints about mail delays in general, the election mail moved well. 98.96% of the votes got to election officials within 3 days. The Postal Service’s role is transporting, processing, and delivering ballots from voters to election officials and back in the midterm elections. The ballots took under 2 days from officials to voters and under 2 days going back.

Despite the original objections and slanders about Vote by Mail, the system is here to stay. On July 28, 2022, the USPS established a permanent Election and Government Mail Services Division to ensure swift and secure delivery of ballots. Vote-by-Mail has proven fast and reliable.

The public trust in postal workers is verified through our handling of election mail. APWU President Mark

Dimondstein said these latest results show that “postal workers are exceptional custodians of the people’s right to vote.”



Postal News Briefs

NLRB RULES FOR RIGHT TO UNIONIZE

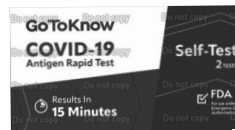
Drivers from 10 Roads Express (about 1000 around the country) mounted a unionization drive. The company retaliated with the carrot (false promise of better health benefits for those who rejected the union) and the stick (threats of firing, along with pay cuts and route cuts.) But in July, 2022, the workers voted YES to join APWU!

Drivers in the Harrisburg, PA, location filed Unfair Labor Practice charges and won. On Jan. 3, 2023, the National Labor Relations Board (NLRB) charged USPS contractor 10 Roads Express and specific named managers with “multiple violations of labor law in a campaign against workers who were unionizing their workplace.”



COVID KITTING PILOT EXTENDED

On December 30, 2022, the USPS and APWU signed a MOU to extend the work at the fulfillment centers until February 10, 2023. This allows the USPS to exceed the PSE cap until that date. For the Lyndhurst Postal Support Annex, which is part of the NJI&NDC, this will mean an additional three PSE conversions to career and the retention of the needed number of junior PSEs dependent on the volume of work.



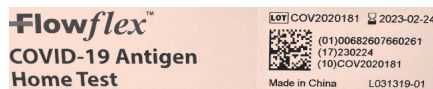
TEAMSTERS THREATEN UPS STRIKE THIS SUMMER

Union preparations have begun at UPS for contract negotiations this spring. The UPS Contract expires at midnight July 31, 2023, and new Teamster President Sean O’Brien says his 350,000 members will go out August 1 if their demands are not met. At issue are more than wages and benefits. Safety concerns like air conditioning the trucks have been ignored. And while many drivers are paid less than fulltime, UPS has been expanding the use of full-time drivers who deliver packages with their personal vehicles and get reimbursed by the company per mile. There are also issues of subcontracting work and scheduling disparities for workers at a time of record profits for UPS.



CHECK EXPIRATION DATE ON COVID TESTS

Since the expiration date on the test has been extended on some batches of home test kits, go to the FDA website and check the batch’ lot number. An extended date means that evidence has been provided to the government that the test is accurate for longer. Make sure the pink control line on the test is clearly visible. And if you have clear COVID symptoms, don’t rely on a negative home test. Go to a pharmacy, a lab, or a doctor for the PCR test..



CALENDAR

Wednesday, February 15

5:30 pm
 General Membership Meeting
 Via Zoom

Wednesday, March 15

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 as of November 1, 2022	\$ 1,362,274.65
Total Revenue November 2022	\$ 123,712.36
Operating Expenses November 2022	\$ 134,011.85
Total Net Income November 2022	\$ (10,299.49)
Ending Balance November 30, 2022	\$ 1,357,975.16

SISTERS! As an APWU member, you are a member of NY METRO P.O.W.E.R. (P.O.W.E.R. stands for Post Office Women for Equal Rights.)



Prior to the pandemic, all sisters were invited to P.O.W.E.R. meetings at the Union Office at 1 pm, the 4th Wednesday of every month. Now, until further notice, the meetings will be held via ZOOM at 5:30pm on the 4th Wednesday of each month – on week after the General Membership Meeting.

Next meetings: February 22, 2023, at 5:30 pm; March 22, 2023 at 5:30pm. ZOOM Meeting ID# 239-026-1053 [Follow ZOOM instructions outlined for the Membership meeting on this page

Thank you, Joe LaCapria!

For more than 21 years, Joe LaCapria served the American Postal Workers Union as MVS National Business Agent for the Northeast Region. As a truck driver and Craft Director for the Western Nassau Area Local, he brought vast experience to the job. Many NY Metro stewards from all crafts benefited from his knowledge and enjoyed his warmth and sense of humor.

Any officer, steward, or member who reached out to Joe with a problem or question for sure got an answer. If Joe didn't know, he would try to find out. Often he was the link when people from different Locals were having the same problem. Joe LaCapria was always supportive to the stewards. He would encourage, not criticize, so people could develop. As a longtime truck driver himself, he deeply understood the issues of Motor Vehicle workers.

LaCapria made sure to share any and all information that would be useful for the stewards. If it required comment, he took the time to make the comment. Sometimes Joe's messages were long because he truly tried to examine the issues. But that was okay, because he made us think!

Joe LaCapria fought and won many arbitrations for Motor Vehicle employees on both discipline and contract issues. One of the highlights was the struggle at the NJ Bulk Mail Center when management wanted to shut down the transportation department. Joe pushed back hard and involved the drivers and the union in proving our case. He utilized the research skills of steward and VOA Cassandra Black and got records, statements and testimony from the TTOs to win the case.

Our favorite story was when management's representative tried to get

Joe evicted from an arbitration hearing because he peeled a banana with a butter knife from his briefcase. The USPS rep ranted and raved that he "felt threatened."

NY Metro's Motor Vehicle Craft Director, Denise Holland, told The Union Mail: "It was my privilege and honor to work with Joe. Joe was my mentor. Under his tutelage I flourished. Joe really dedicated his all to being the best National Business Agent. He will be missed."





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