



The

# Union Mail

Vol. 58 No. 9 | November/December 2015

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.

## Fire at Dallas BMC—August 29, 2015



*"Unsafe conditions like the build-up of dust, oil, and debris are a direct consequence of staffing cuts in maintenance."*

**INSIDE: APWU wins national arbitration on BMC staffing p.8  
Union Campaign: Stand Up for Safe Jobs! p.5**

# Step up! If you're not fighting, you're quitting.



**Jonathan Smith**

In the American Postal Workers Union, each local union can decide how to pick its stewards. The New York Metro Area Postal Union has determined to elect our stewards.

Article 11, Section 5 of the NYMA-PU Constitution calls for steward elections every three years. This is the most democratic process, and the best way to get members involved.

Even though we are the largest Local in the APWU, we don't appoint our shop stewards. We invest that power in the members of the union. No one person picks the people who will represent on the shop floor and in the stations. As President, I only have the right to fill a shop steward vacancy, but I don't get to choose who's a steward. That would destroy democracy.

But democracy also confers responsibility. To make the union work, the members have to get involved with the process. Even if you do not run, you need to vote and to take your vote seriously.

Problems with the union can be fixed if the members decide to get involved. The old saying holds true: You can either be part of the problem or part of the solution. We need to get the message across: Our only power is to stick together!

The most powerful word is: "WE"! Too many people make it

about "me." If postal workers would only fight for the right to be union representatives the way they fight to be acting supervisors, we can have an organization with real power.

I am proud to be the President of the NY Metro Area Postal Union. Whether you like me or not, you know that I work hard at that job. But I'm not a miracle worker. I can only do the best that I can do with what you give me to work with. Myself, the officers, the stewards, do not work "for" the members like hired lawyers. We work with the members! We are all postal workers with a common cause. We are on the same side—standing up for labor rights against management, making sure that we police the contract for our wages, hours, and working conditions.

Union representatives are not required to be perfect. The law demands that they do the best that they can. There is no such thing as malpractice for union stewards.

If you have a problem with your representative, your chance to deal with it is in running for steward or voting in someone better. Complaining doesn't move things forward. A lot of people who complain about the union don't want to deal with people like themselves.

To have a better union, be a better you! Show up and do it yourself. Step up! At least take part in the process. That's part of the rights and responsibility of membership. And if you're not a member, shut up!

As the late, great APWU

President Moe Biller used to say:

"If you're not with us, you're against us.

If you're not fighting, you're quitting.

And if you're not going to make an effort, at least stop making noise!"

## PSE Conversions

Motor Vehicle PSE conversions to career have been continuing and Maintenance conversions have been the subject of negotiations. Now that the Article 12 with-holding is settled, the Postal Service has to go back to implementing the MOU for filling residual vacancies in the Clerk craft. This has already begun in October. PSE conversions will be our focus in the coming months. ☐

Official publication of the New York Metro Area Postal Union.

*The Union Mail* (ISSN 0049-5298) is published monthly except combined in March/April, May/June, July/August, November/December by the New York Metro Area Postal Union at 350 West 31st Street, 3rd Floor, New York, NY 10001.

Periodical postage paid at New York, NY.

POSTMASTER: Send address changes to:

*The Union Mail*, New York Metro Area Postal Union, 350 West 31st Street, 3rd Floor, New York, NY 10001.

**Flo Summergrad**, editor

**Nora Mendez**, managing editor

**Bernadette Evangelist**, graphic designer

To contact your officers, call 212.563.7553.

[www.nymetro.org](http://www.nymetro.org)

### President

Jonathan Smith Ext. 108

### Executive Vice President

Tiffany Foster Ext. 110

### Dir. Ind Relations

Daniel Zachman, Jr. Ext. 106

### Secretary-Treasurer

Sharon Tyrrell Ext. 107

### Dir. Organization

Kevin Walsh Ext. 105



# How well do you really know your rights?

By Tiffany Foster, Executive Vice-President



**Tiffany Foster**

**D**id you know that you if you feel aggrieved you must discuss the grievance with your immediate supervisor within fourteen days of the date on which

you or the union first learned or may reasonably have been expected to have learned of its cause? Article 15 says if you believe your contractual rights were violated you must go to your immediate supervisor first and discuss the problem within 14 days.

Did you know that management has a contractual responsibility to provide you with a union representative once you make the request and in a timely manner? It says this is Article 17 (JCIM). In addition on May 21, 2012, our Northeast Region Coordinator John Dirzius and USPS Northeast Region Labor Relations manager Ed Tierney signed an Article 17.3 MOU, which states management must not unreasonably deny a steward the right to talk to you, conduct interviews and/or investigations. Your request for a steward should not take more than two hours; management could be held to this requirement if every station and designated section/pay locations had certified stewards domiciled in them. Without a steward being domiciled in the station or designated areas, management has to contact the union office and from there a steward is made available.

Understand that when this is the case, a steward will not be available in two hours. This is why we encouraged people to run for steward. We want every station and designated area to have a steward readily available to address pressing issues immediately.

Some in management didn't think they had to provide a steward when one was requested. Why? Because a Labor Relations Specialist was telling managers and supervisors that they only had to provide a steward upon request if they were issuing discipline. It became such a problem that I had to file a grievance. On August 19, 2015, the grievance was settled at Step 3 by Clerk Craft NBA Bernie Timmerman with the exact language requested in the grievance. The remedy requested and agreed upon was that management must provide a steward upon request for ANY reason.

Did you know that management cannot violate the Zero Tolerance or the Workplace Harassment Policies? Did you know that the conduct prohibitions stated in Chapter 6 section 660 in the ELM (Employee and Labor Manual) applies to management as well? Did you know that management cannot harass, threaten, intimidate, verbally or mentally abuse you? Management thinks these policies and regulations don't apply to them, but if you really knew your rights and pursued action against these violations management couldn't and wouldn't continue to cause a hostile work environment for you.

These types of violations must be

properly documented, statements written and reported to your steward or the union office. When employees do report these things and are requested to write a statement, I hear "If I write a statement and management finds out they will come after me." If you wrote a statement and management came after you because of it, it's called retaliation. What still amazes me is how members have no problem speaking out in written form about their union in a negative light, but are too afraid to speak out about management verbally and mentally abusing them, threatening to take their job and/or sometimes making physical threats.

This union has pursued these types of grievances when detailed statements were provided against supervisors and managers violating the Workplace Harassment and Zero Tolerance Policies. Just recently, I filed a very detailed grievance against a supervisor violating the Zero Tolerance and Workplace Harassment policies with the help of courageous employees providing me with detailed and descriptive statements. The case is now at the Step 3 level and if not resolved there it will be scheduled for arbitration. Employees violating these policies are immediately put on emergency placement, why shouldn't management be held to the same standard? This is not an article to solicit grievances against management, but it is to encourage and educate our members. An educated membership is a strong membership! ☑

## LEGISLATIVE REPORT:

# The fight to save America's Postal Service continues

By Nora Mendez

### H.Res.54 surpasses 200 co-sponsors

219 congressional representatives are saying “NO!” to delayed mail by co-sponsoring H.Res.54, achieving a House majority in the Republican controlled chamber. The growing bipartisan consensus for speedy mail has cosponsored the legislation that was introduced by Reps. Davis McKinley (R-WV) and Paul Tonko (D-NY). The bill calls on the USPS to “take all appropriate measures to restore service standards in effect as of July 1, 2012.” Such an action would restore overnight delivery and preserve the robust postal network on which America depends.

This chart shows congressional

#### WITH US

##### New York City

Gregory Meeks (D-5)  
Grace Meng (D-6)  
Nydia Velazquez (D-7)  
Hakeem Jeffries (D-8)  
Yvette Clarke (D-9)  
Jerrold Nadler (D-10)  
Carolyn B. Maloney (D-12)  
Charles Rangel (D-13)  
Joseph Crowley (D-14)  
Jose Serrano (D-15)  
Eliot Engel (D-16)

##### Westchester & Upstate

Nita Lowey (D-17)  
Sean Patrick Maloney (D-18)  
Chris Gibson (R-19)  
Paul Tonko (D-20)

##### Long Island

Pete King (R-2)  
Steve Israel (D-3)  
Kathleen Rice (D-4)

##### New Jersey

Donald Norcross (D-1)  
Frank LoBiondo (R-2)  
Tom MacArthur (R-3)

Chris H. Smith (R-4)

Frank Pallone (D-6)

Leonard Lance (R-7)

Albio Sires (D-8)

Bill Pascrell (D-9)

Donald Payne (D-10)

Bonnie Watson-Coleman (D-12)

##### Pennsylvania

Tom Marino (R-10)

##### Connecticut

Elizabeth Etsy (D-5)

Rosa DeLauro (D-3)

#### NOT WITH US (YET?)

##### New York City

Daniel Donovan (R-11)

##### Long Island

Lee Zeldin (R-1)

##### New Jersey

Scott Garrett (R-5)

Rodney Frelinghuysen (R-11)

##### Pennsylvania

Lou Barletta (R-11)

Charlie Dent (R-15)

##### Connecticut

James Himes (D-4)

representatives who represent NYMAPU members and how they stand on H.Res.54.

If your lawmaker isn't yet on board, please contact their office and encourage them to add their name today! NYMAPU members can make this happen.

### Civil rights, consumer and labor groups urge Senate to reject BOG nominees

On September 30, 2015, civil rights groups, labor organizations and financial reform groups wrote a letter to Senate Majority Leader Mitch McConnell and Minority Leader Harry Reid urging Senate leaders to reject a slate of nominees to the USPS Board of Governors. The Senate is scheduled soon to consider the nominations of Mickey D. Barnett, James C. Miller III and two other nominees. Miller is a notorious privatization advocate and Barnett is a payday lender lobbyist.

Since all four nominees are to be voted on as a package, the groups said: “It is especially important that the board of governors be composed of individuals who have demonstrated a strong commitment to the public service role of this great institution, and who have shown an openness to exploring all reasonable, public service-oriented options which might contribute to the vitality and sustainability of the USPS. Unfortunately, on this basis, we must urge you to reject the current slate of nominees.” Leadership Conference is asking that the entire

slate be voted down.

The US Postal Service's Board of Governors has been operating without a quorum since December 2014. Pres. Obama's administration waited six years to submit the nominations. And these nominations represent a betrayal of infrastructure, they insult workers, and they ignore the millions of Americans who rely on the postal network. The current Board of Governors are from the previous Bush Republican administration.

The signatories are Wade Henderson, President & CEO, The Leadership Conference on Civil and Human Rights; Lee Saunders, President, AFSCME; Richard Trumka, President, AFL-CIO; Mark Dimondstein, President, APWU; Lisa Donner, Executive Director, Americans for Financial Reform; Hilary Shelton, NAACP Washington Bureau Director & Senior Vice President for Advocacy and Policy; Janet Murgía, President & CEO, National Council of La Raza; Mary Kay Henry, President, SEIU; Mike Calhoun, President, Center for Responsible Lending; Melanie Campbell, President & CEO, National Coalition on Black Civic Participation; and Marc Morial, President, National Urban League. 



# Join the fight for safe jobs!

By Flo Summergrad

**D**ue to cuts in safety staffing, safety training, and maintenance jobs, there are increasing numbers of hazardous conditions and practices in the postal workplace. We

can address this problem right on the job. The Union is developing a national campaign to educate new workers and remind older workers about our rights to demand and enforce a safe working environment. **“It Could Be a Matter of Life and Death”**

For members of New York Metro Area Postal Union, this phrase has a grim reality. At the NJI&NDC (BMC), there were two fatalities due to industrial safety violations. Over the years, our Local has remembered the brothers who died needlessly with wreaths, buttons, speeches, and articles. But the best way to commemorate Mike McDermott and Eddie Domingo is to fight for the living. Each of us can learn and use the tools to fix potential hazards before they cost another life.

Mail Handler Mike McDermott was killed on December 15, 1978, when he was pulled into the gears of a portable conveyor belt on the loading docks. Management’s pressure to “get the numbers” meant disabling limit switches that were supposed to stop the machinery if anything got caught. Instead, the belts kept rolling with sacks and mail falling on the floor; workers had split lunches so production never stopped; it was all about getting a “high count,” no matter what the



human cost.

Mike was working alone with no one to hear him scream. The stop button was out of reach and the shut off devices did not work. Instead of living to retirement, he suffered an excruciating death at age 26. The APWU demanded a Congressional investigation. There was national television coverage and OSHA cited the Postal Service.

For a while there was an emphasis on safety at the NJ BMC. There were Safety Specialists on every tour, monthly Labor/Management Safety & Health Committee meetings, and an active Safety Captains program.

But safety requires daily vigilance. By 1994, the safety programs had been cut back and accidents were up. Many areas at the BMC, particularly in maintenance which was out of sight, had glaring problems that were ignored.

On October 7, 1994, MPE Eddie Domingo was a victim of this negligence. As the heavy Sack Sorting Machine was drifting to a stop, Ed climbed down a short maintenance ladder to break a jam. The area was poorly lighted; the steel grating was covered with strips of old belting; and the floor was littered with debris and plastic ties. As the mechanic turned toward the SSM buckets, he

tripped and was dragged and crushed between the metal bucket and the track. OSHA cited the Postal Service for an unguarded in-running nip point. A simple

metal bar would have kept him out of the machinery and saved his life.

This time, there was no national attention. The local union representatives and OSHA demanded corrections to the safety violations. A Job Safety Analysis was created and some improvements were made.

Now, twenty years later, there is virtually no safety staffing. At best, Safety and Health meetings are held quarterly because that is a contractual mandate. There is very limited knowledge of the legal rights we have to protect ourselves from injury, illness, and even death.

## **Mobilize for Safety**

The Union’s campaign starts with a simple guide to workers’ rights. “Stand Up for Safe Jobs!” Fact Sheet #1 outlines our legal and contractual rights. The Collective Bargaining Agreement Article 14 states that it is management’s responsibility to provide safe working conditions. Postal Handbooks EL-814, EL-801, and ELM Chapter 8 and OSHA are explained.

Ongoing Fact Sheets will help us to mobilize to protect our safety. The bottom line: “Everyone has the right to leave work in one piece.” If you have a question about the safety of an operation, a practice, or a piece of equipment, ask for a Union rep. ☒

# OCTOBER CONFERENCES: *Arming APWU Reps with knowledge*

By Flo Summergrad

**D**uring the week of October 10 – 16, 2015, the APWU scheduled a full week of conferences, including the Presidents' Conference, Secretary-Treasurers Training, the All Craft Conference, and the BMC Conference. Having everything in the same place saves union money. Events included meetings, training, information, and retiree meetings. Attendees were provided with CDs and information to use in the field.

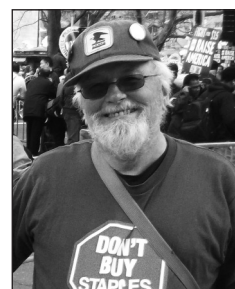
Our own local sent the President Jonathan Smith; Vice President Tiffany Foster; Secretary-Treasurer Sharon Tyrrell; a representative from each craft (Denise Holland, Motor Vehicle; Glen Weekes, Maintenance; Diane Ensmenger, Clerk) and the Director or rep from Morgan (Jackie Owens); the Bronx (Joe Martir); DVD (Darren Smith); and the NJI&NDC (Flo Summergrad). People attended just for their part of the schedule. It was not a vacation, although we did enjoy meeting APWU leaders and members from around the country.

On Tuesday evening, the APWU sisters and brothers joined Culinary Workers 226 in a mass picket of Trump Tower, Las Vegas, demanding that Donald Trump allow them to form a union with a contract NOW! We enjoyed a warm welcome from the hotel workers, who cheered President Dimondstein when he told them we are all "Standing Up and Fighting Back!" for justice and good jobs.

The next morning, Presidential candidate Bernie Sanders addressed a sea of 2000 APWU members in shirts calling for "Contract Now! Good Jobs! Good Service!" He saluted postal workers for providing universal, affordable service to the American people, as well as being the largest employer of veterans. We cheered his call for a strengthened public post office, an end to closings and consolidation, and expanded services like postal banking. Everyone came home with knowledge and information to share so that we can be a stronger union! ☐

## *NYMAPU honors John Dennie*

**M**ail Handler John Dennie has retired from the post office but



not from the fight to Save America's Postal Service. He has given 110% to NY Metro Area Postal Union's "Stop Staples!" campaign, help-

ing it to be the most successful in the country. Neither rain nor snow nor blazing heat can keep him from being out in front of Staples, explaining the boycott to would-be customers and getting them to spread the word about the attempt to privatize the U.S. mail.

Every rally, protest, or public hearing to keep stations open, stop consolidation, and keep 6-day delivery has John Dennie on the front lines. On May Day, he marched with labor activists carrying a mock coffin to symbolize postal workers killed on the job. During the campaign to rid the USPS of privatizers, John was arrested in Washington, DC, making a citizen's arrest of then-PMG Donahoe.

His activism expands to the entire movement for social justice.

In honor of his tireless support for the campaigns of NYMAPU, Nora Mendez put forth a resolution at the October 21st General Membership Meeting to "make John Dennie an honorary life member of our Local." She praised his selfless contributions to the struggles of working and oppressed peoples that have raised the level of our fight for justice.

The Resolution passed unanimously. John Dennie is a welcome member of NY Metro Area Postal Union, Local 10, APWU. ☐



**Hundreds of APWU representatives from the Maintenance, Motor Vehicle, and the Clerk crafts assembled for the four-day All Craft Conference in Las Vegas. They got updated information, asked questions, and shared experiences.**

# NY Metro membership acts in solidarity with Mumia Abu-Jamal

By Bill Bachmann

New York Metro takes the slogan 'An Injury to One is an Injury to All' seriously. As a result, the October membership meeting overwhelmingly passed a resolution demanding adequate medical treatment for Mumia Abu-Jamal. Abu-Jamal is a former Black Panther and journalist who has now been in jail for 34 years, 30 of them in solitary, for his political views. He was convicted in a farce of a trial for shooting a Philadelphia cop. Because of this injustice, New York Metro in 1998 passed a resolution calling for a new trial and in 2000 successfully sponsored a similar resolution at the APWU national convention.



Mumia Abu-Jamal is now very sick with hepatitis C. He has been ill for over a year. The Pennsylvania Department of Correction has neglected to treat him adequately. It has refused to give him a drug that has a 95% cure rate. Only after mass pressure, including a letter from New York Metro, did the prison even diagnose him.

The resolution also authorizes New York Metro to establish a voluntary Mumia Oversight Committee to monitor his condition and recommend further actions. Anyone interested in working on the committee should leave their name and contact information with the union office. ☐

# Postal News Briefs

## STAPLES, OFFICE DEPOT MERGER MAY GET BLOCKED

Shares of Staples Inc. and Office Depot Inc. both tumbled recently, hurt by renewed concerns that the Federal Trade Commission will block the companies' merger plan.

Deborah Feinstein, head of the FTC's Bureau of Competition, is opposing the deal, according to a story in the New York Post, which cited an unidentified source. The FTC commissioners are expected to rule by October.

A merger of Staples and Office Depot would leave the U.S. with one major office-supply chain, raising antitrust issues.



## SENATORS RESPOND TO GAO REPORT

Senators Tom Carper (D-Del.), Heidi Heitkamp (D-N.D.), Claire McCaskill (D-Mo.), and Jon Tester (D-Mont.), members of the Homeland Security and Governmental Affairs Committee, responded to a new Government Accountability Office (GAO) report that found the on-time mail delivery performance results provided by the U.S. Postal Service (USPS) and Postal Regulatory Commission (PRC) are not complete and may not give an accurate assessment of service for many communities across the country.

"Today's report makes clear what we'd suspected about USPS service for rural Americans—that the Postal Service is unable to accurately measure its delivery times in rural areas. Until the Postal Service is able to accurately assess their own performance and address their ability to deliver on-time mail to rural customers, they can't possibly consider further consolidations of processing facilities and post office closures," said Senator McCaskill.



## 25% OF POSTAL WORKERS VICTIM OF SCAM EMAILS

A watchdog report found that a quarter of USPS employees are still duped into clicking scam email links. 93 percent of the employees that clicked the phishing links did not report it to the Postal Service's Computer Incident Response Team, as required by policy. These findings by the OIG present a potential security risk to the agency.

Investigators sent emails containing false links to 3,125 employees over a two week period. Of that number, 789 clicked on one of the fraudulent links in the phishing email.



The Postal Service has over 200,000 email accounts, which send and receive more than 3.5 million emails daily.

## COLA WILL BE ZERO IN 2016

For the third time in the past 40 years, federal retirees, Social Security recipients and others that normally benefit from an annual cost of living adjustment (COLA) will not receive an annual increase in their income. There were also no COLA increases in 2010 and 2011. Lower gas prices are the reason for the lack of inflation. ☐

# APWU wins significant award on BMC Staffing

By Flo Summergrad

**O**n October 19, 2015, the union prevailed in a national arbitration concerning maintenance staffing at the nation's 22 Bulk Mail Centers (BMCs/NDCs). This is a short summary of that victory. In 2004, a method called "BMC-Gold" was agreed on by the parties (union and management) to determine staffing for skilled maintenance jobs at the Bulk Mail Centers (BMCs). The arbitrator summarizes that "The BMCs have footprints that often exceed multiple football fields in area and containing between one and three distinct layers of machinery, including conveyors, that are reached via ladders, catwalks and other walkways." The BMC-Gold program (MMO-022-04) took this into account, particularly high steel cleaning.

In 2008, the electronic Work Hour Estimator Program (eWHEP) was developed for determining postal maintenance staffing. The guidelines specifically stated that eWHEP did not apply to BMCs. However, using the absurd pretext that the "BMCs" were now "NDCs" (Network Distribution Centers), the Postal Service arbitrarily applied eWHEP to BMC/NDC staffing. In 2010 and again in 2014, this caused huge and harmful cuts in maintenance jobs at all BMCs, including those at the NJI&NDC, represented by NYMAPU.

Despite questions, protests, and grievances from the APWU, management unilaterally imposed MMO 112-19 (eWHEP), refusing to meet

its obligation under Article 19 to meet with the union and get input. At the arbitration hearing, the USPS claimed that this was because the program change did not affect wages, hours, and working conditions and therefore did not require any information to the union before



**Dallas Bulk Mail Center (BMC) dangerous conditions**

drastically changing the methodology for BMC staffing.

To add insult to injury, the Postal Service dragged the arbitration proceedings out, presenting nothing of substance, but standing on Article 3—"management rights." They refused to bring any of the managers

involved in the eWHEP to testify, saying they were "not available." Conversely, APWU brought live testimony and evidence before the arbitrator—even making an on-site visit to a BMC. Idowu Balogun, who had worked as an ET at the LA BMC before becoming a national officer, organized the union's presentation and was a key witness. Although it was a long and frustrating wait for the arbitrator's decision, the result was a big win for APWU. Arbitrator Ira Jaffe faulted the USPS for violating Article 19, and ruled that the violation resulted in severe harm to the bargaining unit.

In a 35-page, well-reasoned and documented decision, Arbitrator Jaffe showed that the parties had already agreed in 2006 that staffing MMOs do indeed involve wages, hours, and working conditions, and thus must meet the requirements of Article 19. Management's refusal to give the union any information to show the impact eWHEP would have was so unreasonable that the arbitrator ordered the Postal Service to return to the BMC-Gold methodology to recalculate the staffing packages improperly done using eWHEP.

## **Harmful errors**

The obvious harm of the wrong method of staffing was displacement of maintenance workers—the ETs, MPEs, BEMs, MM7s, MM5s, etc. Many were forced out of skilled jobs they had earned through study and effort. Others suffered change of tour

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## APWU wins significant award on BMC Staffing

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or Rest Days. Their lives were disrupted.

The impact of wrong maintenance staffing hurt workers of all crafts. Repairs were delayed or left undone; mail processing operations were hampered. Safety suffered. The failure to do regular preventive maintenance and high steel cleaning led to an increase in fires. In August,

**Since maintenance staffing cuts, many BMCs (NDCs) had fires like the one in Dallas. Recent major fires at our NJI&NDC: 7/27/13, 12/12/13, 6/20/14**

there was a serious fire at the Dallas BMC/NDC, which was similar to several fires suffered at the NJI&NDC. Unsafe conditions like the build-up of dust, oil, and debris are a direct consequence of staffing cuts in maintenance.

### The remedy—what's next?

The actual implementation of Arbitrator Jaffe's decision will devolve on the local unions. There will have to be an inventory and comparison of the calculations under eWHEP, redone with the BMC Gold program. Specific records will have to be pulled; grievances at each BMC/NDC applied and resolved.

NYMAPU will keep maintenance workers informed as our stewards and craft officers work on this remedy as quickly as possible. It will be a fight, but thanks to the hard work of our APWU national officers like Idowu Balogun and Maintenance Director Steve Raymer, there is light at the end of the tunnel.

*For the entire Arbitration Q06T-4Q-C 11004742, Arbitration Q06T-4Q-C 11155080, send your email address to [bill.kreutter@nymetro.org](mailto:bill.kreutter@nymetro.org)*

# Agreement reached on TPP "trade" deal

By Nora Mendez

On October 5, 2015, the twelve countries involved in the Trans-Pacific Partnership (TPP) negotiations reached an agreement. The TPP has been under negotiations behind closed doors for five years by officials from the United States and 11 other countries: Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore and Vietnam.

The TPP is much more than a trade deal—only five of the 29 chapters even deal with trade. It's a corporate power grab that impacts every aspect of people's lives. If passed, it would remove government regulations, take away environmental and food safety protections, increase US development of fracked gas and tar sands for export, lower wages and worker protections around the world, end what we have left of internet freedom, inhibit access to lifesaving medicine by extending patent rights to big pharmaceutical companies, privatize government programs and services for corporate profits, and sets protections for multinational corporations and investors rather than the health of the planet or necessities of people and more.

The public, Congress and the press cannot see the TPP text. Only the over 600 official corporate lobbyists have access.

TPP is not a done deal until it is signed by heads of each country and their respective legislatures agree to it. In the United States, both the House and Senate will



have to vote on the TPP after a 60-day period of review during which the public is supposed to have access to the text of the agreement. The Obama administration plans to sign TPP by the end of 2015.

### Take action

Of the congressional representatives who represent NYMAPU members, the following voted in favor of the TPP:

**James Himes** D-CT (202) 225-5541  
**Leonard Lance** R-NJ (202) 225-5361  
**Rodney Frelinghuysin** R-NJ (202) 225-5034  
**Pete King** R-NY (202) 225-7896  
**Kathleen Price** D-NY (202) 225-5516  
**Gregory Meeks** D-NY (202) 225-3461  
**Tom Marine** R-PA (202) 225-3731  
**Charlie Dent** R-PA (202) 225-6411

Ultimately there will be a final yes or no vote on the trade agreement. Make sure to let your representatives know that you are dismayed with their vote and that you expect them to stand up for the public, environment, and democracy. Tell your representative Fast Track is undemocratic and that we have the right to know what's in a trade deal before it is finalized.

We can defeat the TPP. If we stay strong and stick together. ☑

## NY METRO CONTINUES SCHOLARSHIP PROGRAM:

# Union Plus scholarship awards honor achievement & union values

**U**nion Plus has recently awarded \$150,000 in scholarships to 115 students representing 36 unions in the Union Plus Scholarship Program.

Among the honorees were dozens of students who are children or grandchildren of immigrants—many of whom overcame considerable obstacles and hardship thanks to the union – and who are now excelling academically while pursuing education and careers in the field such as medicine and law.

Today, however, rising education costs are making it difficult for even many union families to afford the cost of tuition. That's one reason Union Plus, which provides important consumer benefits to union members and retirees, offers a unique scholarship program that in just over two decades has awarded over \$3.5 million in education funding to more than 2,300 union members, spouses, and dependent children. Recipients are selected based

on academic ability, social awareness, financial need, and appreciation of labor.

“The union movement believes strongly in education, which for generations has helped working people to advance their own careers and improve the lives of their children,” says Leslie Toff, President of the Union Privilege, the organization that provides Union Plus benefits for union families. That's why we continue our long commitment to funding college scholarships to help union families achieve their dreams.”

In addition to the Union Plus Scholarships, the following benefits help union families afford higher education:

National Labor College Scholarships help union members and leaders finish their degrees with an affordable, flexible and convenient online program at the National Labor College.

Discount of 15–60% on college

and graduate school test preparation courses from The Princeton Reviews. Discounts are available for classroom, online and private tutoring for the SAT, ACT, GMAT, LSAT, GRE and MCAT as well as college affordability and admissions online courses.

**Visit:** [UnionPLUS.org/CollegePrep](http://UnionPLUS.org/CollegePrep) or call 1-888-243-7737

**Visit:** [UnionPLUS.org/education](http://UnionPLUS.org/education) to learn more and apply for the scholarship program

**Application deadline is January 31, 2016**

Union Plus also provides a wide range of money-saving benefits and services for union members, including discount on all-union AT&T wireless services, credit card and mortgage programs with unique financial assistance, savings on travel and recreation, and more. ☐

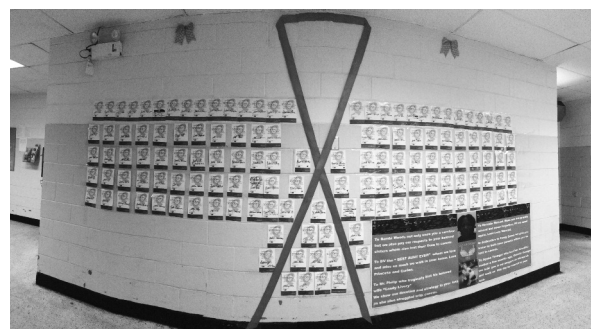
To learn more, visit [UnionPlus.Org](http://UnionPlus.Org)



## POSTAL PRIDE

# Stamp out breast cancer!

**O**ctober is Breast Cancer Awareness Month. Postal workers have been active in raising money for breast cancer research. Many of our co-workers have joined the walks in New York City, Jersey City, and Newark, bringing their children and neighbors. At the same time, P.O.W.E.R. sisters had a fundraiser and gave \$300 to the Susan G. Komen for the Cure. ☐



**Breast cancer wall by sisters at the NJNDC celebrates survivors and mourns loved ones.**

Photo by Rosanna Galang

CALENDAR

**Wednesday, November 18**

5:30 pm  
General Membership Meeting  
Includes annual "TURKEY RAFFLE!"  
Hotel Pennsylvania  
401 Seventh Ave (between 32 and 33 Streets)  
Paris/Zurich Room, 6th Floor  
(check calendar in lobby for room change)

**Friday, December 11**

Union Holiday Party (see info on this page)  
As per the NYMAPU Constitution, there is no  
December membership meeting.

**Wednesday, January 20, 2016**

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)

**APWU LOCAL 10 BUILDING CORP  
FINANCIAL REPORT:**

Due to the transition of the new APWU Local 10 Building Corp. management company, an audit is being performed by the NY Metro Local 10 Building Corp. accountant. The Local 10 Building Corp. financial reports for the months of September, October and November 2015, will appear in the January 2016 issue of *The Union Mail* if available.

**November/December/January**

**Don't Buy Staples! Rallies**

will be scheduled throughout our area. For locations and times, check [www.nymetro.org](http://www.nymetro.org) or call Union office, Kevin Walsh, 212-563-7553

**Check out the APWU Health Plan!  
FEHB Open Season  
November 9 – December 14, 2015**



*You are cordially invited to join  
NY Metro Officers in celebrating the holidays!*

FRIDAY, DECEMBER 11, 2015 3 PM – 10 PM  
AFSCME BUILDING, 420 WEST 45TH STREET, 1ST FLOOR, NYC  
(BETWEEN 9TH AND 10TH AVES.)

*Food & Beverages Provided*

**RSVP REQUIRED BY DECEMBER 5, 2015**

*Return to Union Office, 350 W. 31st Street, 3rd Floor, NY 10001*

NAME: \_\_\_\_\_ STATION: \_\_\_\_\_

ESTIMATED ARRIVAL TIME: \_\_\_\_\_





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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*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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[www.nymetro.org](http://www.nymetro.org)