



the Vindicator

COLUMBUS OHIO AREA LOCAL
SERVING COLUMBUS AND CENTRAL OHIO

Volume #44, Issue #4

April, 2016

AREA OFFICES											
Amlin	Brice	Circleville	Frazeysburg	Grove City	Johnstown	Magnetic Springs	New Albany	Pleasantville	Reynoldsburg	Stoutsville	Union Furnace
Alexandria	Canal Winchester	Coshocton	Fredericktown	Harrisburg	Kilbourne	Marysville	Newark	Powell	Rockbridge	Sugar Grove	Unionville Ctr.
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Bloomingsburg	Carbon Hill	Dublin	Gambier	Hilliard	Logan	Mt. Vernon	Pickerington	Radnor	Sedalia	Thornville	Westerville
Bremen	Carroll	Etna	Groveport	Jeffersonville	London	Murray City	Plain City	Raymond	South Solon	Thurston	West Jefferson
											West Lafayette

The President's Message . . .



by Jennifer Sigmon, President

Fellow members,

It's been a busy month to say the least. Management started off my term as President with the abolishment of Tour 1 Automation. They also abolished 30 bids from Tour 2 Automation. As you can see from the last bid posting, they added two crews for Tour 3 flats. Management's plan is to run the majority of mail on Tour 3. This is

how Cincinnati runs their operation. The Union will monitor the hours of the PSE's on Tour 1 to see if there is a violation to warrant bids.

The yearly APWU picnic is going to be held at Zoombezi Bay. Bingo with cash prizes and a picnic lunch are included. Each member is allotted six tickets. Tickets cost \$10.00 each. This gives us a count of how many people will attend.

I have certified two stewards. One is a new steward, Bradley Toth. He is a window clerk for Main Office. He will be a steward for the City Stations. Brad is young and smart. The other is Frank Payne. He is a returning steward. He will be a steward at the Citygate Plant. Frank has a wealth of knowledge and experience.

They are both welcome additions to the APWU Staff.

We held a steward meeting on April 13, 2016, with Vice-President Dave Patterson working on training our stewards.

The Union has negotiated new health benefits for PSE's. Beginning May 16, 2016 to June 30, 2016, PSE's will be eligible to join the USPS Health Benefits Plan. Coverage would be effective on July 9, 2016. This benefit applies to all PSE's regardless of the hours they work.

Our President, Mark Dimonstein is asking us to support Verizon workers who went on strike April 13. Their contract expired in August. Verizon has already moved 5,000 jobs overseas. Verizon has raked in \$39 billion in profits in the last

years, yet they are pushing to outsource work to low-wage contractors.

The Rural Carriers have ratified their contract. Some of the highlights are the pay hikes; 1.2% in 2015 retroactive, 1/3% in 2016 and 1.3% in 2017. Also the employer contribution to the Health plan will be adjusted to an amount equal to 75% in 2017, 74% in 2018 and 73% in 2019.

Negotiation continues on our Contract. The APWU has completed the opening presentation of its case. Now it's Management's turn to present their case. At the conclusion of Management's case, each side gets to present rebuttal testimony.

In closing, comments, suggestions and opinions are welcome...

In Solidarity.

Vice President's Corner . . .



by Dave Patterson,
Vice President

The definition of Union as taken from Webster's dictionary: Union: a uniting or being united/something united/a combination (esp. of qualities), the union of strength/a trade union the Union.

This month's article will address our union and what makes it tick. First and foremost, you are the union. Without its members, a union is absolutely nothing, it cannot function, it cannot exist, nor can it achieve any-

thing of value for its members.

Our union has many levels, both locally and nationally. The highest level is the National Headquarters in Washington D.C., where our elected officials conduct the business of the union addressing national issues.

Next in line are the five regional offices, of which we fall under the Central Region. The Central Region Coordinator is Sharon Stone who deals with more specific issues that more directly affect our local than the National Office. After the Regional Coordinator's office is the business agents' office, located in Dayton, Ohio.

Our business agents are, Mike Schmid and Randy Downard. Both Mike and Randy conduct arbitrations, teach at the annual stewards' school, and address the delegates at the state conferences and conventions. Our business agents represent the states of

Ohio, Indiana and Kentucky.

Last but not least, the local union, which is the most important part of the chain in this organization. It all starts with the membership at the local level, whether it be electing officers on the local, regional, or national lever, approving monies to conduct the business of the union, or volunteering to help the local with its many activities.

All the officers of the union are elected by the membership and are tasked with representing the membership, be it negotiating the National Agreement, scheduling arbitrations, addressing issues specific to a certain area of the country, or filing grievances on the local level.

Another aspect of any union is its day-to-day operations, be it community relations, social activities, providing services to its members, or conducting normal day-to-day business.

On the local level, the union needs the membership to be involved and to stay informed about how we conduct our business, whether through attending our monthly meetings, volunteering for the many different committees, or volunteering time for the many activities that the local sponsors. Were you aware that our local leases part of the union hall for office space in order to generate revenue for the local?

Most of our members know about the yearly picnic, the children's Christmas party and the adult Christmas party, but how many are knowledgeable as to how these activities come about? The membership approves the financing of these activities by voting at the monthly meetings, and then a small number of volunteers take on the task of putting everything together in order to make these events successful.

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the Vindicator
*OFFICERS AND STAFF
at your Service:*

EXECUTIVE BOARD
Jennifer Sigmon President
Dave Patterson Vice President
Holly Endurchat Secretary/Treasurer
Kim Harrington Recording Secretary
Sherry Pickens Clerk Craft Director
Tim Lott Maintenance Craft Director
Dave Collins Motor Vehicle Craft Director

CLERK CRAFT STEWARDS
Phone: 614-472-0595 Fax: 614-473-0690

TOUR ONE
Zanetta Davis Chief Steward/Editor
Norma Mulhollen Kenneth Hamrick
Melissa Rubadue

TOUR TWO
Bob Springsteen Sherry Pickens
David Patterson
Greg Vincent Business Agent
Frank Payne

TOUR THREE
Larry Canady Chief Steward/Asst. Clerk
Rick Farrell Trustee
Joel Waits Gary Moore

MAINTENANCE CRAFT STEWARDS
Phone: 614-472-0596 Fax: 614-473-0690

TOUR I
Larry Butts

TOUR II
Dan Woerner

TOUR III
Renie Nelson

TWIN RIVERS
Phone: 614-469-4290 Fax: 614-469-4293
Walt Jones
Shannon Barr Assistant Clerk Craft Director
Stations and Branches use Tour II Stewards

MVS CRAFT STEWARDS
Dave Collins MVS Craft Director
Dave Roberts Tour III

STATIONS AND BRANCHES STEWARDS
Stephanie Keaton Dave Collins
Shawntell Walker

AREA OFFICES
Greg Vincent 614-472-0595
Baltimore, Brice, Canal Winchester, Carroll, Groveport,
Hilliard, Johnstown, New Albany, Pataskala, Pickering-
ton, Reynoldsburg, Washington Courthouse

Greg Vincent 614-472-0595
Delaware, Dublin, Kolbourne, Powell, Prospect,
Westerville

Greg Vincent 614-472-0595
Bremen, Circleville, Grove City, Harrisburg, Lancaster,
Logan, London, Marysville, Plain City, Rock Bridge,
Sugar Grove, W. Jefferson

Jennifer Woodward 740-622-4821
Coshocton, Frazeyburg, Fredericktown, Gambier,
Thornville, Newark, W. Lafayette

Steve Waitzman Mt. Vernon
*Use designated steward first, then the designated
alternate. Supervisors must call the designated steward's
supervisor to ensure their release.*
Sherry Pickens Craft Director 614-472-0595
Terry Moeller Workers Comp. Officer
614-989-COMP (2667)

Union Hall – 614-486-4837 or 4838
7:30 a.m.-4:00 p.m. MON.-FRI.
Union Cubical Fax - 614-473-0690

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Clerk Craft Corner . . .

Changes Are Coming About



by Sherry Pickens,
Clerk Craft Dir.
Sisters & Brothers,

During my first month in office, we have been informed of numerous changes that are about to occur at the P&DC City Gate Facility. As usual, management isn't happy unless they're making changes. All clerks in the automation unit seem to be affected this time. Tour I automation is being abolished and everyone should have their abolishment letter by now.

All bids on tour I are coming to tour 3 with additional bids being added to tour 3. We've been told there will be a skeleton crew of PSE's on tour 1; eleven is the number we've been given. We will monitor this and file a grievance if it

seems bids need to be brought back to tour I.

Tour 2 automation is excessing, which means we are losing 29 positions. As someone bids off of tour 2 or retires, clerks will be given 'retreat rights', which is the opportunity to come back to tour 2 automation, until all 29 clerks that have been excessed have been given the opportunity to come back. No bids will be posted in the automation letter unit until all 29 clerks have been given the opportunity to come back. We will monitor this to make sure the contract is followed. Tour 3 clerks in the automation unit with noon bids are being reposted with a begin tour of 15.50. We were told additional tour 3 bids would be posted and are on the current posting.

If you have been affected by these changes, you are encouraged to bid. If you are an unassigned regular, management can assign you by seniority to a residual position. The residuals are, unfortunately, positions with the least desirable off days and hours.

On March 31, 2016, management notified the union they were reverting numerous positions in the City Gate P&DC Facility. Many of the positions that management has identified to be reverted have already been determined to be residual bids. We have filed a grievance on this violation and have asked that PSE's be converted into these positions.

Tour 3 AFSM 100 unit is also being reestablished. We did have clerks with retreat rights and all were given the opportunity to retreat back to tour 3. The union has a grievance currently in the system, due to the fact that PSE clerks have been used on tour 3 since it was abolished. Hopefully things have settled down and management will not make any more changes. But as we all know that is doubtful.

We are currently working on getting more stewards for the City Stations. I have met twice with Postmaster Ignatius Vaccaro concerning city station issues. Remember, if you work at a City Station and need union representation, your supervisor/manager needs to call the appropriate supervisor of your union steward to get that steward released to see you. We are having issues with requests for union stewards just being left on the answering machine in the union cubicle, and not using the proper procedure for obtaining a steward for the membership.

In Solidarity.

The Ineptitude Of 'Zero Tolerance'



by Ken Hamrick,
Tour 1 Steward

Continued from March Vindicator.

Could it be any clearer that abusive supervisors are in view here? This is about more than craft employees who utter threats or hit someone. It's also about the kind of manager who treats employees without dignity, respect or fairness. And the Joint Statement commits to removing such supervisors if they do not change their behavior. The Joint Statement goes on to say, ". . . let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated."

Why the focus on supervisors as well as those who work for them? It is be-

cause the kind of violence that precipitated the Joint Statement, workplace shootings, cannot be deterred by the prospect of punishment; which leaves prevention as the only possible focus. Therefore, the Joint Statement is a commitment against management abuses as much as it is against threats or acts of violence. **Focusing only on the lesser acts of violence — those for which the perpetrator may be disciplined or removed — does nothing whatsoever to prevent the kind of murderous acts that the Joint Statement was intended to keep from happening. As it is, policy statements such as that by Dr. Colin, miss the mark completely.** His policy states:

"There will be zero tolerance of acts or threats of violence in our workplace. This includes: Any act of physical violence; Any actual, implied, or veiled

threat made seriously or in jest; (and) Any type of vulgar language which would lead to a hostile workplace."

Where is the commitment to there being "no excuse for, and . . . no tolerance of harassment intimidation . . . or bullying by anyone?" It would have reflected the Joint Statement far more accurately if he had added: "Any type of harassing, hostile, intimidating or bullying behavior."

Dr. Colin's policy also states,

" . . . We are giving a fair warning to that small minority of violence-inclined individuals that each and every act or threat of violence will elicit an immediate and firm response that could, depending on the severity of the conduct, include removal from the Postal Service. None of us want an atmosphere of fear and intimidation. It is in the inter-

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You Are The Union

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What I am attempting to convey to the membership in this article is to get involved, attend monthly meetings, volunteer for committees, whether it be the constitution committee, the building committee, the social event commit-

tees, or any other committee. A union is as strong as its members allow it to be. Please get involved and stay informed.

Thanks for taking the time to read this article and thank you in advance for coming to your next monthly meeting.

In solidarity.

EDITORIAL POLICY

The Vindicator is published monthly and is the official publication of the Columbus Ohio Area Local/APWU, 1820 Northwest Blvd., Columbus, OH 43212, 486-4837.

Editor..... Zanetta Davis

Opinions expressed in the Vindicator are those of the individual writers and not necessarily those of the C.O.A.L. The editor reserves the right to approve material submitted for publication. The deadline for all articles is the 16th or at our regular union meeting, whichever is first. If for any reason the editor is not present at monthly meeting, the article is to be given to the president. Articles are to be typed, double-spaced and in duplicate. Articles should not exceed approximately 1½ pages typed.

Article 38 Maintenance Craft

Section 1. Introduction

All craft positions assigned to the Maintenance Craft shall be under the jurisdiction of the Maintenance Craft division of the American Postal Workers Union, AFL-CIO. **The Employer will furnish to the union at the national level copies of key and standard position derisions, including qualification standards n the Maintenance Craft.**

Section 2. Definitions

A. Maintenance Craft. All employees in maintenance craft positions for which the Union has secured recognition at the national level.

B. Installations. A main post office, airport mail center or facility, terminal, bulk mail center, processing and distribution center or facility, Maintenance Support and Repair Facility or any similar organizational unit under the direction of one postal official, together with all stations, branches and other subordinate units.

C. Duty Assignment. A set of duties and responsibilities within a recognized occupational group and level regularly scheduled during specific hours of duty.

D. Preferred Duty Assignment. A duty assignment preferred over the present duty assignment by an em-

ployee eligible to bid for such duty assignment when it is posted for bed. This bidding is done among qualified employees in the same level and occupational group as the vacant duty assignment.

E. Service Seniority. Service Seniority is based on total part-time or full-time service in the Maintenance Craft, regardless of occupational group and level. It begins with an appointment to the regular part-time or full-time work force in the Maintenance Craft. An exception is a part-time regular employee wo is converted to a full-time regular position begins a new period of

service seniority. Employees who were on the rolls before May 1, 1958, who had temporary or indefinite appointments, which continued to career appointments, retain seniority credit for combined temporary, indefinite and career employment which was continuous in the same position designation and installation.

F. Installation Seniority. This seniority is computed from entry into the maintenance craft in the installation. It continues to accrue so long as service in the maintenance craft and installation is uninterrupted.

continued in next issue of the Vindicator

Local 232 Jim Hawk Memorial Scholarship

Rules And Regulations

- Four scholarships of \$500.00 each will be awarded to qualified applicants selected to receive the awards, provided at least four applications are received.
- Applications will be accepted through **August 1, 2016**. Applications received after August 1, 2016 will not be entered in the drawing. All applications must be submitted on an official application form. Applications should be sent to APWU Local 232 Scholarship, 1820 Northwest Blvd. Columbus, Ohio 43212.
- Only one application per student may be submitted per year. If more than one application is submitted, the student will be disqualified from the scholarship drawing for that year.
- Each Applicant must be the son, daughter, step child, or legally adopted child of a member of the Columbus Ohio Area Local who has been a member in good standing for at least 12 months immediately preceding the application deadline. The member and/or student cannot be an EAS employee
- Applications will be received from

- more than one student in a family; however, only one scholarship will be awarded per family, per year.
- Students cannot win the scholarship program two years in a row.
 - Eligible students are required to submit a new application each year.
 - To be eligible to receive a scholarship award, the winner must be able to provide evidence that he/she has been accepted, as a full-time student, to attend an accredited college, university, or technical institution for the fall term of the year the scholarship is awarded. If a scholarship recipient fails to attend full-time, or defaults in any other way, any unused scholarship funds must be returned to the APWU. Any unused scholarship funds will be awarded to an alternate.
 - The four scholarship recipients will be chosen at random drawing in August 2016 at the annual APWU picnic. Applicants do not have to be present to win. Four alternate names will also be randomly drawn, for use in the event one or more of the winners are unable, for any reason,

- to use the scholarship(s).
- Scholarship funds will be paid directly to the school the winner will attend, to be applied to the cost of tuition. The winner will be required to submit all necessary instructions from the school pertaining to scholarship fund deposits.
 - Scholarship winners and their union member parent/guardian, by signing the application, agree to abide by all contest rules and regulations and grant APWU permission to publish their name and photo in the Vindicator and on APWU bulletin boards. They also agree
- to grant APWU access to personal information pertinent in enforcing the rules of the scholarship program. Any application not signed by the applicant and their parent/guardian will be considered void.
- Local 232’s Executive board has the full and sole authority to settle any disputes that may arise in the scholarship program.
 - The Columbus Ohio Area Local has the right to discontinue the scholarship program, but once the drawing has taken place, the scholarships will be awarded.

The Ineptitude Of ‘Zero Tolerance’

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est of both Labor and Management to have a violence-free environment.”
Dr. Colin seems either unaware of the origin and purpose of the Joint Statement, or blind to the possibility of violent acts that are beyond management’s ability to deter with punishment. While his commitment to a violence-free environment sounds good, it’s only the lesser, punishable acts of violence that his efforts are directed against. To commit to an environment free of even the worst violence, it is necessary to commit, as described by the Joint Statement, *“to a workplace where dignity, respect, and fairness are basic human rights, and where those*

who do not respect those rights are not tolerated.” Such a commitment ought to include *“a fair warning to that small minority”* of individuals *inclined to bullying and intimidation that every act creating a hostile environment devoid of respect and dignity “will elicit an immediate and firm response that could, depending on the severity of the conduct include removal from the Postal Service.”* Only when the Postal Service includes this dual focus in their “Zero Tolerance” policy will it be a legitimate implementation of the “Joint Statement on Violence and Behavior in the Workplace,” and rightly carry out the commitment so solemnly affirmed in it.

COLUMBUS OHIO AREA LOCAL

APWU

SCHOLARSHIP APPLICATION

2016

Application Deadline is August 1, 2016.

Name of Student: (Print) _____

School attending in fall 2016 _____

Will you be attending college full-time? Yes ☐ No ☐

Name of APWU Parent: _____

Was Parent an APWU Member since August 1, 2015? Yes ☐ No ☐

Address of APWU Parent: _____

Phone Number of Parent: _____

We understand that by signing this form, we agree to abide by the Columbus Ohio Area Local 232 scholarship rules and regulations, which can be obtained from the APWU Union Hall. We agree that if the student defaults on any of the rules and regulations of the scholarship program, the student forfeits all rights to scholarship funds, and, if already awarded, will immediately return all unused funds to the Columbus Ohio Area Local, and the student will have no further rights to those funds thereafter. We agree to grant APWU access to personal information that may be pertinent in assuring student compliance with the scholarship rules and regulations.

Student Signature _____ Date _____ APWU Parent Signature _____ Date _____

OFFICE USE ONLY:

Membership Verification: Yes ☐ No ☐ Assigned Number in Drawing _____

Scholarship Winner ☐ Alternate ☐ ALT. # _____

April 2016 Monthly Membership Meeting

submitted by ???
WEDNESDAY, APRIL 13, 2016

ROLL CALL OF OFFICERS PRESENT
President Jennifer Sigmon
Vice President Dave Patterson
Secretary/Treasurer Holly Endruschat
Recording Secretary Kim Harrington
Clerk Craft Director Sherry Pickens
Maint Craft Director Tim Lott
MVS Craft Director Dave Collins
Minutes from February 2016 meeting read into the record

PRESIDENT’S REPORT
President is currently working on getting Steward coverage together. We have a new station steward and a returning steward for the plant.
30 tour 2 automation bids have been abolished. Jobs are being created on tour 3. Post office had to abolish tour 1 and tour 2 jobs to have enough people to work the mail on tour 3.
The President and Clerk Craft Director had a meeting with Sherry Bentley about the USPS want to make the SPSS and the bundle sorter one unit. The Union has not agreed on that yet. The Union is trying to find out if it is even legal to do that.
No changes are being planned for tour

2 flats. They put up bids for two new crews on tour 3.
The union is going to schedule a Labor-Management meeting next week with Chris Smith. If anyone has anything they want addressed about the plant let the Union know.
If you have any issues give them to your Steward, Craft Director or Officer. Same goes for the city stations. Every other week the union has a meeting with the postmaster.
Scholarship drawing for the OPWU sign up deadline is tomorrow (April 14th).
Bob Springsteen had filed an unfair labor charge on the holiday staffing for Thanksgiving and Christmas. It has been deferred to the grievance procedure.
Every time we change officers we have to have an audit. We have scheduled an audit with the accountant for April 21st. It will be a 2 day audit to check the books. The results will be available for anyone who wants to look at them.
VICE PRESIDENT’S REPORT
Steward meeting was held prior to the meeting. Training will be set up for all Stewards to make sure everyone is on the same page.
Money is budgeted for the training and

will be used for a monthly training class. New Stewards have been certified for each tour.
TREASURER’S REPORT
On file at the Union Hall
Motion to accept Treasurer’s Report as read was made by Kim Harrington. Seconded by Jennifer Sigmon. Motion passed.
CLERK CRAFT DIRECTOR’S REPORT
There were 81 bids on tour 2 in automation, how we are down to 55. We have 27 people with retreat rights the other 4 were vacated bids.
Tour 3 will end up with 157 jobs. There will be 112 people every day except Thursday when there will be 113.
Tour 2 will have 39 people every day.
We currently have 96 PSE’s in the plant. 45 have been assigned to tour 1, 51 to tour 3. We are trying to get more PSE’s converted to regular. We have residual bids that there has been a grievance filed on. The post office is trying to revert residual bids. Some of the bids are on the posting that closes today. We also filed a grievance on that.
We will monitor PSE’s on tour 1. We will watch to see if they get 8 hours a day. Which they probable will and we will file a grievance to get automation bids back. We will give them 4 months and then we will file.
DRAWING WINNERS
Ken Hamrick
Bob Fullen

Motor vehicle craft director report
They are hiring 4 mechanics. Jobs come down April 16th. Go to usps.gov to apply.
OLD BUSINESS
None
NEW BUSINESS
Motion to allocate funds to hold the local picnic.
Made by Holly Endruschat. Seconded by Angie Lyshe. Passed
Amendment made by Angie Lyshe to hold the picnic at the Columbus Zoo/Zoombezi Bay. Second by Holly Endruschat. Passed
Motion to send up to 16 people to the National Convention in Orlando Florida in August with funds to include LWOP. Made by Phil Ballou. Second by Dave Collins. Passed
GOOD OF THE ORDER
Postal service is talking about abolishing building maintenance jobs. Any questions that need addressed, present to Union.
The Union will discuss us at the Labor Management week.
Motion to hold the drawing and adjourn. Made by Zanetta Davis. Second by Holly Endruschat. Passed



The Vindicator
1820 Northwest Blvd.
Columbus, OH 43212
ADDRESS SERVICE REQUESTED



New Members

La Sharon Jennings	Jamie W. Franklin	Philliple Motley
Tonya R. Carson Senegal	Charles W. Malone	William R. Ogden
		Nathan R. Schehl

Congratulations Retirees

William E. Lattimer
Mark A. Wehrle
Theresa E. Shepherd

In Sympathy

The membership of Local 232 wish to express our condolences for your loss.

Rhonda Jones – Mother



2016 Local 232 APWU Picnic

Sunday, August 14
at
Columbus Zoo and Zoombezi Bay

