



the Vindicator

COLUMBUS OHIO AREA LOCAL
SERVING COLUMBUS AND CENTRAL OHIO

Volume #44, Issue #5

May, 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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											West Lafayette

The President's Message . . .



by Jennifer Sigmon, President

Fellow members,

The OPWU Convention was held in Columbus this year. We sent thirteen delegates to the convention. This convention is held every three years. This convention deals with any changes to the Constitution and the election of officers. Steve Charles became the new President in an uncontested race. Bob Springsteen remained the Clerk Craft Director. We also had a training session with National Business Agents Mike Schmid and Randy Downard.

We had several visitors from National at our convention. They included the following: President Mark Dimondstein, VP Debbie Szeredy, Secretary/Treasurer Liz Powell, Legislative and Political Director, Judy Beard and Regional Coordinator Sharyn Stone.

This is an Election year for National Officers. It is real important for our Local to vote. National knows how many of our members vote. It's one way to send them a message.

I'd like to give special thanks to the volunteers, Jackie Copper, Julia Vincent, and Norma Mulhollen for their help at the Convention. They put in long days and their help was invaluable.

LOCAL NEWS

Clerk Craft Director, Sherry Pickens has been working on getting PSE's converted to career. Management has come through with seven conversions. These

PSE's have to complete and pass window training. Then they will be placed into bid assignments.

I have certified four new stewards. They are Sue Eppard and Harold Colby for Tour 3, maintenance. Also, Angie Lyshe for the City Stations and Bruce Pargeon for the Area Offices.

Our yearly Picnic will be Sunday, August 14, at Zoombezi Bay. Tickets are \$10. Hamburgers, hot dogs, pulled pork sandwiches, potato salad and chips will be served. Parking is free. We need volunteers for the ticket table. Volunteers will get a free ticket. If you can help out, please call the Union Hall and talk to Pati.

Negotiations of our National Agreement have been concluded. President Dimondstein thinks it will take about 30 to 60 days to get a decision.

At our April Monthly meeting, we had 32 members present. This was great. I

want to thank everyone who takes time to come to a monthly meeting. It is our Union and it takes everyone to make it work. I am sure some of the interest was to see how the first time Woman president would fair. I was nervous, but made it through the first meeting.

I will close with I know it is frustrating to say the least with the abolishment of Tour 1 and the loss of thirty jobs on Tour 2. Tour 1 abolishments caused a lot of upheaval in our members' lives. The same goes for Tour 2 abolishments. Some members finally got a day job and then Management abolishes your bid. Simply put, it sucks. Our Clerk Craft Director is monitoring the hours of the PSE's. We know that Management is using other sections to staff Automation. Grievances are being filed. We will continue to fight to bring Tour 1 and 2 back to what they were.

In Solidarity.

Vice President's Corner . . .



by Dave Patterson,
Vice President

Having just returned from the Ohio Postal Workers Convention as your delegate, I make the following report of the proceedings at the convention. As we have done in the past, our Local again hosted the OPWU Convention in Co-

OPWU Convention Report

lumbus over the weekend of April 29th through May 1st. Quoting the credentials committee's figures on the last day, there were 84 delegates, 25 guests, and 6 retirees in attendance. During the three-day convention, numerous national officers addressed the delegation, including: President Mark Dimondstein. Vice President Debby Szeredy, Secretary- Treasurer Liz Powell, our Central Region Coordinator Sharon Stone, and our two business agents for the clerk craft, Mike Schmid and Randy Downard and for the maintenance craft, Vance Zimmerman. All of the above officers were given a chance, and did address the delegation.


Although everyone asked, there was

no news on the arbitration of the new contract, other than to inform us that it should be finished by June or July. President Dimondstein did mention that there have been over 30,000 PSE's converted nationwide to career status since being introduced in 2011. The Union took the position to protect the COLA, the no lay-off clause, our current benefit package, and he stressed that we were not in favor of, nor willing to listen to any talk about concessions. He also stated that management had wanted to remove the no lay-off clause, establish a 4th wage level for APWU represented employees, proposed a lump sum payment instead of our COPA, and to increase the amount

the employee pays for our benefits. President Dimondstein also applauded the rank and file members who testified before the arbitrators when presenting our case, stating they made quite an impression on the arbitrators.

Also addressing the body was our newly appointed National Legislative and Political Director Judy Beard. Judy stated that both sides of the House of Representatives were in favor of putting an end to the USPS delaying of the mail and returning the service standards back to pre-2012 levels. For more information, please go to the APWU home page, click on House Resolution 54 Judy stressed

continued on page 3



the Vindicator
*OFFICERS AND STAFF
at your Service:*

EXECUTIVE BOARD
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Dave Patterson Vice President
Holly Endurchat Secretary/Treasurer
Kim Harrington.....Recording Secretary
Sherry Pickens Clerk Craft Director
Tim Lott Maintenance Craft Director
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Melissa Rubadue

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Sherry Pickens Bob Springsteen
Greg Vincent Business Agent

TOUR III
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Shannon Barr Asst. Maintenance Craft Director
Stations and Branches use Tour II Stewards

MVS CRAFT STEWARDS
Dave Collins..... MVS Craft Director

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*Use designated steward first, then the designated
alternate. Supervisors must call the designated steward's
supervisor to ensure their release.*
Sherry Pickens Craft Director
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Clerk Craft Corner . . .

OPWU Convention Report



by Sherry Pickens,
Clerk Craft Director

More than 100 delegates, retirees and guests proudly gathered to be informed about the status of pressing issues facing the union at the APWU’s state convention held in Ohio’s Capital City during the last week of April. APWU National President Mark Dimondstein joined a number of speakers who addressed the importance of letting congressman know about the delay of mail.

Dimondstein provided an update on current contraction negotiations. The union is working t maintain the no-lay-off clause, better pay and cost of living adjustments. Management is seeking to create a fourth pay tier also to increase its PSE workforce to 25 percent. Dimondstein reported that more than

30,000 postal support employees have been converted to regular over the past two years. Dimondstein says the union will meet on more tentative agreements this month. He expects to have a contract in place by either June or July . AFL-CIO President Tim Burke was also on hand. Burka says that during the past ten years 320,000 manufacturing jobs have been lost. The AFL-CIO membership has been supporting the APWU at various rallies. Legislative and Political Director Judy Beard spoke on Hourse Resolution 54 (H.R.54). The resolution is a bipartisan measure that expresses the sense of the House of Representatives that the USPS should take all appropriate measures to restore the service standards that were in effect as of July 1,2012. The non-binding measure was introduced in response to the USPS decision, effective Jan. 5,2015, to degrade service standards, slow mail delivery, and dismantle America’s postal network. Beard says it’s vital that postal workers let their congressman know about delayed mail. The APWU urges union members and supporters of a vibrant Postal Service to send the message that MAIL MATTERS. Call your U.S. representative,

schedule a meetings, send a letter or an email and ask him or her to support and co-sponsor H.R.54. You can call 1-202-224-3121 to voice your opinion. Central Regional Coordinator Sharon Stone spoke on Article 12 and how most plant closures planned for this year have at least came to a temporary halt. Also discussed at length was the need for employees to fill out 1767 Safety forms, the filling of residual vacancies and reversions. I did speak with her at length about reversions at the Columbus Plant that she didn’t know about. Business Agents for our area Mike Schmidt and Randy Downard, were also on hand. They told the delegates about an unfair labor charge due to management’s failure to provide documentation when requested. The resolve was favorable for the union. OPWU President Terry Grant noted this was his last convention following his May 1, 2016 retirement. Grant is succeeded by President Steve Charles who ran unopposed. In other elections news, Bob Springsteen remains as our State Clerk Craft Director. Local President Jennifer Sigmon is the new business agent for 430-432, 437-438, and 457 Zone. Congratulations to all.

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 employee 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.
G. Seniority for Preferred Assignments. This seniority determines relative standing among regular work force employees eligible to bid for preferred assignments.
1. Employees who enter into a regular work force position in a particular occupational group and level prior to June 25, 1992, shall have seniority for preferred assignments computed from entry into regular work force position in a particular occupational group and level. It continues to accrue so long as service in the same occupational group and level, and installation is uninterrupted. See section 5.A.3. of this Article for order of placement on preferred assignment registers.
2. Employees who enter into a regular work force position in a particular occupational group and level on or after June 25, 1992, shall use installation seniority for preferred assignments. See section 5.A.3. of this Article for order of placement on preferred assignments registers.
H. Occupational Group. In the Maintenance Craft, occupational group shall be determined by position designation and level.

continued on page 7

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.

Ohio Postal Workers Union Convention Delegate’s Report



Zanetta “Z” Davis and Barbara Bartchy, oldest outstanding Auxiliary member.

by Zanetta ‘Z’ Davis,
Tour 1 Chief Steward/Delegate
& Editor

This year’s Ohio Postal Worker’s Union Conference began on April 28,2016, in Columbus, Ohio, at the Double Tree Hotel in Worthington,Ohio. In attendance were 69 Delegates, 16 guests, and 1 PSE.

OPWU President Terry Grant opened the conference with his announcement to retire after 29 years as President and 40 years with the Postal Service. He stressed the importance of all locals to join the OPWU and the benefits associated with the membership. He also said **“We need new life blood in the organization.”** He would like to see all new Union Stewards in the Tri-State area make it a point to attend Union School, held at the Miami University in Oxford, Ohio, for training, which is held one week a year.

National President Mark Dimondstein updated us on numerous issues, such as management trying to make a 4th Tier wage (we currently have a 3-Tier wage system) and management wants to weaken the No-lay off clause. President Dimondstein wants everyone to **get more involved** in making the Post Office a safer work place. He spoke about the Koch Bros. and their quest to push for Postal Reform by Defunding \$2 billion, Degrading (cutting hours at the stations)Demonizing the Postal employee and Dismantling us. He wants us to keep telling

our friends, family, and neighbors to **STOP SHOPPING AT STAPLES.** In closing, he said that we are going to have a lot of challenges ahead, but together we can succeed.

Sharon Stone, Regional Coordinator, talked about Article 12 involving Reassignments and Retreat Rights and the importance of **keeping all your paperwork.**

The President of the Ohio AFL-CIO, Tim Burg, spoke on the historic moment last August 21, 2015 when over 4000 people busted the Koch Bros. “Right to Work” campaign here in Columbus, Ohio. He said that our issues are being embraced by all working class people.

Executive Vice President Debbie Szeredy spoke on the importance of mentoring our union members on consolidation issues There are 71 Partial Consolidations and approximately 600 offices on the suspension list. **#1 reason: Staffing.** Management claims that leases expire on property and the renters don’t re-new the lease. However, we have since found out that most renters said that was not true.

That evening, **Governor Ted Strickland** showed up, gave a short speech and was very generous with his personal time.

Elizabeth Powell, National Secretary/Treasurer, briefed us on the next National Conference this coming August in Orlando, Florida.

Tony McKinnon, National Director of Industrial Relations, spoke on new 1767 Safety Forms and possible new FMLA forms and handbooks. He updated us on old grievances that have finally gotten resolve, such as 30 MVS Routes that are back in one area and a 10 yr. old grievance where 10 employees were hired for another area.

During our dinner gala, everyone honored Retiring President Terry Grant and his family with well-wishes, and showered him with retirement gifts.

Sunday morning May 1,2016, voting took place for OWCP state offi-

cers. Our own local (Retired) Past President Steve ‘Crash’ Charles went unopposed for the position as President. Bob Springsteen also went unopposed for the Clerk Craft Director position and our current local President Jennifer Sigmon won State Business Agent for 430/437/458.

The next State Convention will be held in Cleveland, Ohio in 2019.

Judy Beard, Director of Legislation, also works with the Retiree Chapter. She stressed the importance of contacting your Congressional Leaders on HR 54, the effects on the our USPS jobs and the community. Ms. Beard stated that both sides of the House of Representatives were in favor of putting an end to the USPS delaying the mail and returning the service standards back to pre-Bush era. For more information, go to the APWU website, click on Departments, then Legislative and Political, click on House Resolution 54. She also announced that the Union will have a **VOTERS Registration Drive** since a whop-

ping 30,000 AFL-CIO members are NOT registered to VOTE! Remember to elect people that will help working families. She provided the Capital Switch Board number (202) 224-3121. The operator will ask you for your name and address, tell you who your congressional official is and connect you.

Health Plan Director John: His report included that we have 118,000 members and the number is growing every year. He said that Ohio Local asked for a \$1 increase in dues and was turned down for the third time. He also said that we are the first union to get insurance for non-career employees.

Mike Schmid and Andy Downard both are our National Business Agents for the Clerk Craft. They touched on topics of improper use of 204-b’s and Tracking PSE hours when bids are abolished. Which is what has happened here in Columbus.

Thank you for your time and attention.

Ohio Postal Workers Union Convention Report



by Bob Springsteen,
Tour II Steward

I attended the 2016 Ohio State Convention. We said goodbye to the long-term president of Ohio as he retired. We also said Goodbye to the long-term secretary “Semi” Semjonous. We elected new state officers: Steve Charles is now the president, Daleo Freeman is the new vice president, Jim Sizemore is the new treasurer, Mary Sitko is the new director of

Industrial Relations, Craig Fisher is the new Maintenance director, Kenny Sevier got re-elected as the M.V.S. Director and, once again I (Bob Springsteen) was elected as the clerk craft director. Also Jennifer Sigmon was elected as the representative of 430/431/433, areas, replacing Stephanie Keaton. I want to thank Stephanie for the job she has done for the last 8 years in that position.

The Ohio delegation also voted to support Vance Zimmerman for National Maintenance director.

There were a total of 84 delegates, 25 guests and four volunteers from the Columbus local present.

We heard from many speakers, president Dimondstein, and other national officers.

We were also visited by Ted Strickland, who is running for the senate.

Vice President’s Corner

continued from page 1

the need for everyone who works for the USPS, and their family and friends to contact their Representative in Congress and let them know how important this issue is to insure the survival of the Post Office. The Congressional switchboard phone number is: (202) 224-3121, give the operator your address and you will be transferred to your Congressman’s office.

Also discussed were the upcoming Presidential elections in November of this year. Judy stated that there were about 30,000 members who were not

registered to vote, and that the APWU at the national level would be conducting a voter registration drive to encourage our membership to get registered.

Last, but not least, were our OPWU elections for state officers. I am proud to report that the following members of our local were elected to the office of:

President: Steve ‘Crash’ Charles
Director of the Clerk Craft: Bob Springsteen
Business Agent for 430/437/458: Jennifer Sigmon
Congratulations to all.
In Solidarity.

Staples – Office Depot Merger Squashed

by Michael Schmid,
APWU National Business Agent

A federal judge on Tuesday blocked Staples’ \$6.3 billion acquisition of Office Depot, ruling that the merger would reduce competition and raise prices. Staples said they would not appeal the decision and would instead abandon the deal. The deal would have combined the country’s largest office supply retailer, Staples, with the second largest, Office Depot. They wanted the merger because they are facing increasing competition from Amazon and Wal-Mart. And . . . Staples should still be feeling the pinch from the APWU’s boycott of their stores!

Boycott The Postal Pulse

by Bear Wilson

Collectively the APWU strongly recommends NOT participating in the survey known as The Postal Pulse. Shred the letter. Throw it away. Put it in the kitty litter, but DO NOT fill it out and mail it in.

(Note: in the writer's Local, you can turn It in to the union office unopened and be entered in a drawing for \$75. This article will tell you what you're missing by not opening It.)

It used to be called The Voice of the Employee and historically management used the information from the survey against the union during contract negotiations by twisting the answers provided by employees and slanting the answers to make management's case. And guess what is happening now? BINGO! Contract negotiations!!! It is by no coincidence you have received this survey during this contract negotiation time.

The survey looks simple enough. Management has even taken the time and space to demonstrate to you how to make an 'X' in a block. I wonder how many times they had to practice before getting it right. They probably just had a craft employee do it anyway.

Twelve questions ranked on a 5- point scale with 1-point being "Extremely Dissatisfied" and 5-points being "Extremely Satisfied" . . . you get the idea. Here is how some of the questions are asked on the survey.

Question 1. I know what is expected of me at work. How can anyone know? There is virtually no training provided and when it is provided it is rushed and not all employees are given the training, thus there is no consistency and any "expectations" vary from one office or section to another. So, what is expected?

Question 2. I have the materials

and equipment I need to do my work right. What is "right?" Managers have consistently shown that THEY do not care if is done right, and this is conveyed to craft employees every day. Cut corners, cheat and take short cuts; that is the postal way.

Question 3. At work I have the opportunity to do what I do best every day. What a joke! With poor planning, poor communication, poor leadership, how does anyone know if they have this opportunity?

Question 4. In the last seven days, I have received recognition or praise for doing good work. You're kidding, right? This is the most punitive and oppressive company I have ever be associated with. "Praise for doing good work"?

Question 5. My supervisor, or someone at work, seems to care about me as a person. My question is who is "or someone at work"???

Question 6. There is someone at work who encourages my development. What development? I have to say this is a better question asked of management. Maybe if someone above them would encourage them about their development the USPS wouldn't have so many under qualified managers taking up so much room in so many chairs!

Question 7. At work, my opinion seems to count. This question was obviously written by a non-postal person. How ridiculous is this?!?!? If management would pay attention to more craft employees instead of each other they would go a long way in not seeming so incompetent.

Question 8. The mission or purpose of my company makes me feel my job is important. How could anyone know? It seems our company has no idea as to what its own mission or purpose is. It used to be customer service, but that went by the wayside long ago in exchange for the bottom dollar. To say the USPS is a customer service company is a mockery to the customers it still has.

Question 9. My fellow employees are committed to doing quality work. I have no doubt about their commitment; however without the resources and support it is nearly impossible to do the kind of quality work most employees would like to do.

Question 10. They want to know if "I have a best friend at work." What the hell kind of question is this??? Is management going to start a social networking site or a dating site? Next they will ask if you like Piña Coladas and long walks on the beach! A BEST FRIEND AT WORK . . . SERIOUSLY?!?!?!?

Question 11. In the last six months, someone at work has talked to me about my progress. Yeah, I get asked about my progress every day! "Are the parcels done yet" or "How long before the box section is up" or "What are you doing?" Progress for what?

Question 12. This last year, J have had opportunities at work to learn and grow. Minimal training, no incentive, no leadership, and no hope it is going to get any better. Speaking for myself(have learned the USPS is a factory of disappointment and I am growing very weary of watching a company which should be a world leader be run into the ground by incompetent. under-qualified individuals.

I would love to know just how much money the USPS flushed down the toilet to Gallup, Inc. for this rag called The Postal Pulse. Do yourself and your union a favor and just throw it away . . or shred it.

— The Pikespeaker
Colorado Springs Local APWU

Physical Exercise and Mental Health Stress Relief



A variety of research studies have focused on the effects of exercise on the mind. These studies focused on 40 minutes of walking as the preferred method of exercise. The results have been remarkably similar and show that exercise helps to reduce depression, reduce anxiety, improve short-term memory, and improve intellectual functions. This means that including exercise in your day could lead to enhanced productivity, greater time efficiency, and an increased ability to handle stress.

Researchers are not clear about why exercise has these positive effects but most cite one or more of the "feel good hormones" as being responsible for the improvements. Apparently, exercise improves our body's transmitters which help to stimulate dopamine, nor-epinephrine, endorphin, serotonin, and adrenaline. These hormones give us the natural high that runners have reported for years.

Following are some tips about starting and maintaining your own exercise program.

- Start with walking. Walking is free and easy. In addition to the mental health benefits, walking is a weight-bearing exercise that strengthens bone and burns fat.
- Do something accessible. Make it easy on yourself by doing things that are manageable and within reach.
- Look for a nearby fitness center or community pool.
- Make it fun. Find an exercise or activity that meets your needs and that you find enjoyable; otherwise, you won't do it.
- Keep your exercise clothes handy. Have them packed and in your car. Have extra sneakers in your car for impromptu walks.
- Schedule exercise in your daily planner, laptop, or cell phone.
- Just do something, even if you only have ten minutes. Use the ten minute rule to get started: do ten minutes of exercise, take a ten-minute break, then do ten more minutes of exercise.
- Set exercise goals for yourself. Make sure they are realistic, measurable, and most importantly attainable. Achieving a goal can make you feel better about yourself and give you incentive to continue your efforts.
- Get support. Working with a personal trainer or a friend may provide the support you need to keep going.

USPS EMPLOYEE ASSISTANCE PROGRAM
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800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

Always consult with your physician before starting any exercise program.

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May 2016 Monthly Membership Meeting

submitted by Kim Harrington,
Recording Secretary

WEDNESDAY, MAY 18, 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
MVS Craft Director Dave Collins

EXCUSED

Maint Craft Director Tim Lott

Motion to dispense with the reading of the minutes as they are printed in the *Vindicator*.
Made by Dave Patterson.
Second by Phil Ballou.
Passed.

PRESIDENT’S REPORT

APWU/USPS contract negotiations are concluded. National President expects a resolve within the next 60-90 days.
There have been seven PSE conversions at the City Stations. There were 15 residuals but USPS has “lost” some of them. Sherry is working to getting more conversions.

Labor management with postmaster – Union trying to get 5 residuals never converted added.
Any one at city stations that has an issue that they want put up in front of the Postmaster let the Union know. They meet every other Wednesday.
Labor management meeting with Chris Smith for the plant is scheduled next Tuesday. Any issues let the Union know.
Union picnic is Sunday, August 14, 2016 at Zoombezi Bay. Cost is \$10 per person. Parking is free.

Tour one has been abolished and we have lost 30 jobs from Tour 2. PSE hours are being monitored. Hours for clerks from other units sent to automation are also being monitored. Grievances will be filed.
Maintenance meeting was held Monday with Marcello currently not a lot of information has been given from management.

They are doing a lot of PDI’s on attendance.
Class action for encumbered clerks not given entire list of residuals.

MAINTENANCE REPORT

New maintenance steward present: James Miller

MOTOR VEHICLE REPORT

VICE PRESIDENT REPORT

First training session was with 4 new stewards.
Training will be available for stewards once each month. It will be scheduled the third Tuesday of each month. Training will be two different levels - newer stewards and senior stewards. There will be six classes for each level scheduled every other month. Union asked that each steward try to attend 4 classes each year.

OLD BUSINESS

None.

NEW BUSINESS

None.

GOOD OF THE ORDER

Local has a website.
It is vindicator232.wordpress.com
State has a website.
It is opwu.org
Motion to hold the drawing and adjourn.
Made by Phil Ballou.
Second by Sherry Pickens.
Passed.

DRAWING WINNERS

Sherry Pickens
Holly Endruschat

Integrity Or Assumption: Think First

by Patti Orndorff

I am a huge Peyton Manning fan. I watched his retirement announcement on television the day he made it, and I’ll admit, I got very teary eyed. My coworkers made fun of me a little bit, but that was okay. I believe Peyton was simply the epitome of what a high paid, well known professional athlete should be.

Then came the haters . . . what about the HGH scandal? The rumors that are being thrown around that Peyton took performance enhancing drugs to come back from serious injury have “dampened” his reputation. What about the “improper” and “unacceptable” allegations concerning Peyton from 20 years ago that he acted inappropriately toward a female trainer in the locker room when he was 19 years old? There is much discussion and speculation about both of these issues that came to light just as Peyton finished his otherwise flawless and impeccable football career. And today I was thinking about all of that after listening to ESPN and the analysts “contemplating” Peyton’s legacy after the above mentioned allegations.

As I got angry listening to the show’s hosts berate and tear apart a man who has been so highly revered throughout his 18 year career, it hit me like a lead balloon. We do this every day, on the workroom floor, in the union office, and in our personal lives. We are so quick to pass judgement on people without knowing all the facts. Whether it is because we enjoy the gossip, or we like to think that other people’s lives are worse than our own, or for whatever reason, we all are guilty of quickly placing blame in a situation that we don’t know all the facts about. But in this article, I want to focus on our union representatives and how we are all so quick to blame our union rep when something doesn’t go our way.

I don’t know how many times I have gotten a phone call from a union rep above me about a member who has called to report that I “didn’t do anything”, or I “am ignoring their issues”, or I “settled for something” that the person thought they didn’t deserve. And I am not alone. Every union rep I know gets the same feedback, regardless of how much or how little they were able to achieve through the grievance process. And the member, or sometimes non member, is upset. Many times they want the union rep replaced. Or disciplined. Or something. This would be a prime example of jumping to a conclusion without all the information, and sometimes the conclusion reached by the unhappy member is so totally off base that with just a conversation with the union rep the entire situation could have been resolved. Instead, a union rep’s reputation is put into question, and bad feelings begin to fester. Sometimes we lose really good union people because “speculation” and “rumor” spread so quickly without actual fact being presented.

We have union representatives in our organization in situations comparable to the Peyton Manning situation. They have worked their entire union career helping members, doing the best they can, usually without accolades or thanks. Then an accusation is made and people immediately begin to question their “unionism”, their “dedication”, or their “knowledge.” It’s human nature I guess, but it is a part of human nature we all need to work on. Good union reps are hard to come by, for all they do and all they give. Perhaps we should step back and look for the good in our reps and give them a thanks occasionally instead of jumping on the band wagon of negativity and accusation.

— The IPWU Dispatch

TREASURER’S REPORT

On file at the union hall.
Motion to accept the Treasurer’s Report as read.
Made by Kim Harrington.
Second by Phil Ballou.
Passed.


CLERK CRAFT REPORT

We have two new station stewards: Brad Toth
Angie Lyshe
Joel Waits will also be at City Stations. There also should be a returning steward to the City Stations.
Grievance will be filed for hours over 60 during the Post Office change of the tour scheduling.

How’s Your Memory?

It cannot be expected that stewards memorize the entire National Agreement, the JCIM, and Postal Service Handbooks and Manuals. However, every steward should learn and remember the Article 15 **time limits** that apply to his or her roll in processing grievances.

To start the grievance at Step 1	14 days from the date of incident
Supervisor’s answer	5 days from Step 1 discussion
To file Step 2 Appeal	10 days from Step 1 answer
Step 2 designee to meet with Union	7 days from Step 2 Appeal filing
Step 2 designee’s answer	10 days from Step 2 meeting
To file Corrections & Additions	10 days from receipt of Step 2 answer
To file Step 3 Appeal	15 days from receipt of Step 2 answer
To file Appeal to Arbitration	30 days from receipt of Step 2 answer



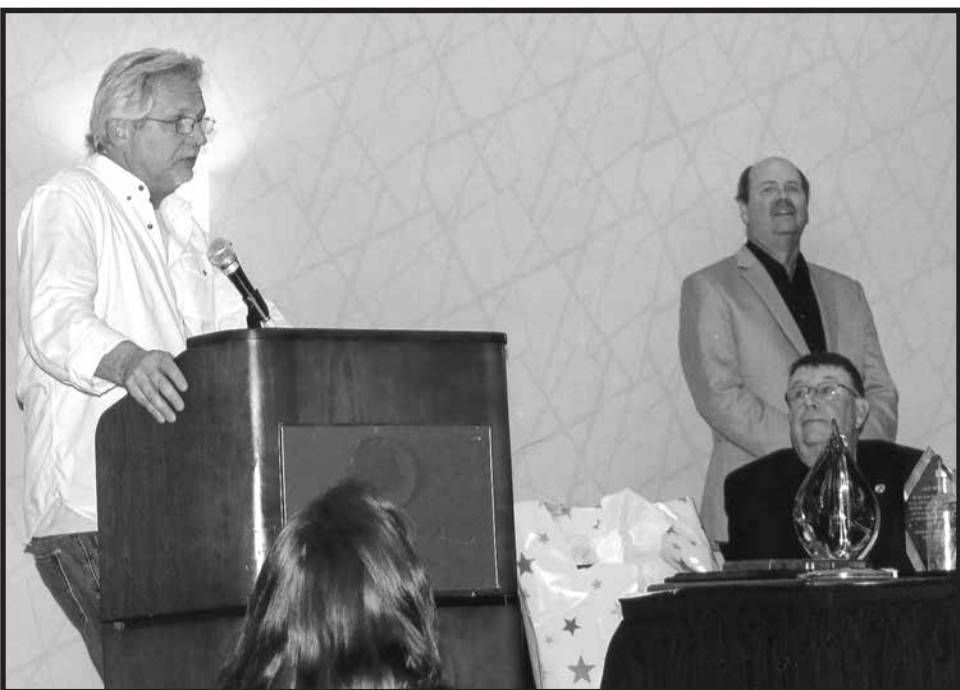
Around The Ohio Postal



Being sworn in are (left to right): State Business Agents Arnie Cowell – 434-458; James JD (Cleveland) – 439-447; Jennifer Sigmon; Industrial Relations Mary Sitco (Akron); MVS Kenny; Maintenance Craft Director Craig Fisher; Vice President Daleo (Cleveland); President Steve Charles; Clerk Craft Bob Springsteen.



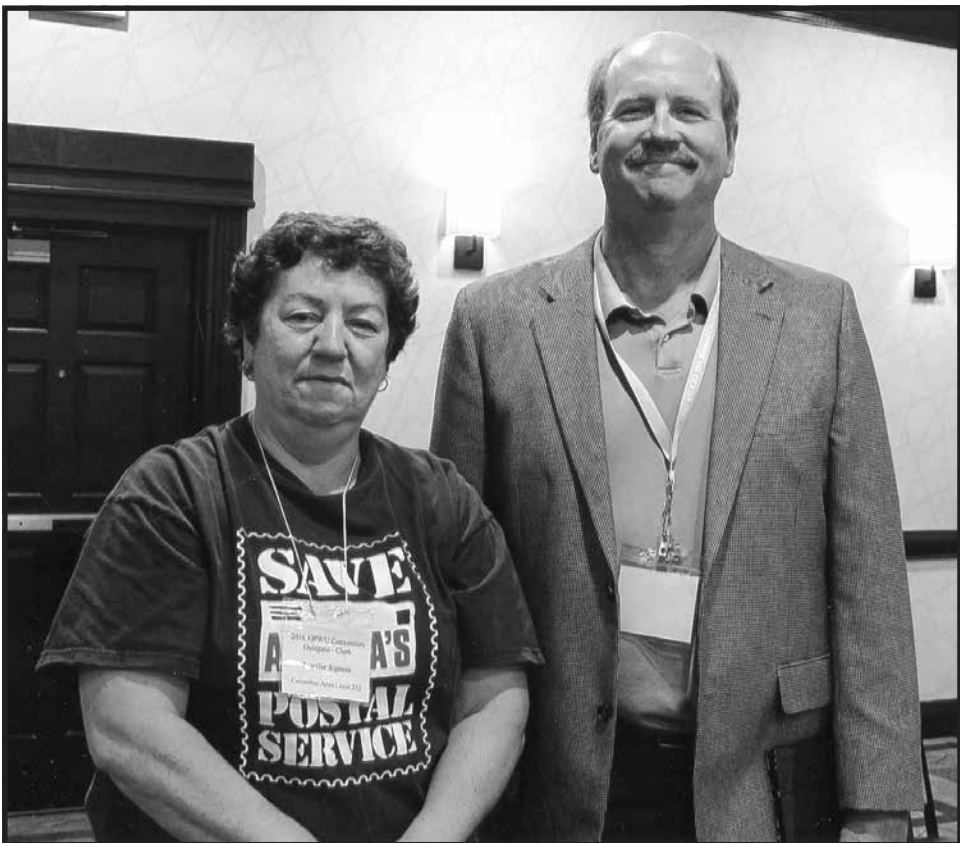
First row: Stephanie Berry-Keaton; second row: Phil Ballou; third row, far right: Steve Waitsman.



Russ Bugary (left) giving a farewell speech and gift to retiring OPWU President Terry Grant (seated).



Local 232 volunteers Norma Mulhollen, Jacki Copper and Julie Vincent (not pictured).



Columbus Area Local APWU President Jennifer Sigmon with newly elected OPWU President Steve “Crash” Charles.

Workers Union Convention



Guest speaker Governor Ted Strickland, Judy Beard, National APWU President Mark Dimondstein, National APWU Secretary/Treasurer Elizabeth Powell and OPWU President Terry Grant.



APWU Local 232 officers/delegates (left to right): Jennifer Sigmon, Terry Moeller, Tom Lott, Holly and Dave.



Our own National Business Agent Mike Schmid.



Retiring Ohio Postal Workers Union President Terry Grant displays items for auction. Over \$3,000 was raised for the scholarship fund and COPA. Tom Lott won the money.

— Photos by Zanetta Davis



Local 232 Delegation (left to right): Bob Springsteen, Sheri Pickens, Larry Canady, Dave Patterson and Kim Harrington.



Swearing in of OPWU officers on May 1, 2016.

UPDATE:

Contract Arbitration

by Michael Schmid,
APWU National Business Agent

Arbitration hearings on the APWU Collective Bargaining Agreement with the USPS have concluded and the union expects a decision from Arbitrator Goldberg in 30 to 60 days. During 18 days of hearings that focused primarily on the economic provisions of the new contract, the union and management presented their positions, called witnesses, submitted evidence, and offered rebuttals. The three-member panel of arbitrators began its deliberations on May 4. The panel is comprised of a union-appointed arbitrator, a management-appointed arbitrator, and Neutral Arbitrator Stephen B. Goldberg, who will determine the outcome.

RETIREEES REPORT: From The Ohio Postal Workers Union, Auxiliary, And Retirees Association Conventions



by Edward Lyshe, Jr., Retiree

The Annual OPWU Convention was held in Worthington Ohio at the Doubletree Hotel from April 29th thru May 1st, 2016. This years convention format included the nominations and elections of all offices within the Ohio Postal Workers Union, Auxiliary, and Retirees Association. This occurs every three years per the OPWU constitution. Also, at every annual OPWU Convention the delegates decide which city will hold the following years' convention.

All three entities of the OPWU has their own separate conventions. Since I only attended the Retirees' session, I can only comment on the Retiree results of our election. Every current retiree officer was re-elected to their current positions. A vacant trustee position was filled by Lisa Vest via the election pro-

cess and who also ran unopposed. Our 'NEW OPWU BOARD' was sworn in by the new APWU National Retiree Director, Nancy Olumekor (replacing Judy Beard whom became the APWU National Legislative Director). The OPWU Retiree Board is as follows:

Charles Walton - President; Tony Crump - Vice-President; Phyllis(PK) Woods - Rec. Secretary - Treasurer; Barbara Denson - Trustee; Bruce Jackson - Trustee; and Lisa Vest - Trustee. Congratulations to all!

The Retiree session was Saturday and Sunday. We had excellent speakers with excellent information, exclusively for retirees. Those speakers included

Judy Beard and Nancy Olumekor from the APWU National Office in Washington, DC; Sharon Stone, our Central Regional Coordinator from the Chicago, IL Regional Office; Terry Grant - Retired Past President (40+ years) OPWU; and Norman Orwett - President of the

Ohio Alliance for Retired Americans (ARA-AFL/CIO).

All in all we had a great convention, with about 80 to 100 retirees from all over the state and our local retirees as well.

— Photos by Ed Lyshe



Congratulations to all attendees on a successful Retirees' Convention!



Ohio Postal Workers Union Convention Delegate’s Report



by Larry Canady,
Tour 3 Chief Steward/Delegate
& Trustee

This was the first conference I’ve attended in several years, but not much has changed. OPWU PRESIDENT, Terry Grant, was retiring at the end of this Conference after 40 years of service. The conference started with 69 delegates, 16 guests and 1 PSE in attendance. There were several past and present National Business Agents in attendance along with several National APWU Officers including President Dimondstein. Dimondstein talked about encouraging the new and younger members to get involved and how the times we are in are affecting the contract talks. He discussed trying to get wage increases and protecting the no-lay off. He also discussed how management wants a lower tier of employee with lower benefits and giving us a lump

sum for cost of living allowance along with a 25% non-career work force. He was hopeful that we would get an award notice in June/July. He also talked about how actual working members testified before the arbitrator. He would like to see the Union Engage in more referendum issues such as SB5 and Higher Minimum Wage. He addressed how the Koch Bros. were pushing for postal reform by defunding (lowering of stamp cost), Degrading (longer lines, slower service), Demonizing (the workers, supposedly being paid more than what they’re worth) and Dismantling (contracting and out- sourcing our work)

We also heard from Tim Burg, President of Ohio AFL-CIO. There are currently 40 unions under their umbrella and the Unions benefit from each others connections politically and otherwise for engaging in referendum issues. Exec. VP Debby Szeredy spoke on the following: The importance of mentoring Union members, consolidation issues and trying to keep a moratorium until 2018, 71 partial consolidations and some 600 offices on suspension list, leases expired (our AMF’s) , battling voter suppression, taking money out of politics and getting members involved (familiar theme of the conference). Elizabeth Powell, National Secretary/Treasurer, discussed the Orlando National Convention. Tony McKinnon,

National Director of Industrial Relations, discussed how the union made sure no cases were held back while in interest arbitration, and getting management to form a Non-Compliance Dept. on resolves that we get with management. He also discussed a New Safety Program involving sharing of issues and new 1767 safety forms and FMLA forms and handbooks. He talked about management looking at installing badge readers on DBCS machines and testing of robotic cleaners.

We also heard from Judy Beard, Director of Legislation who pushed for endorsement of Union issues, restoration of Service standards (Resolution 54), provided a number for calling Congressional leaders (202) 224-3121 and that the Union will have a Registration drive for voting. Sharon Stone, Regional Coordinator talked about Article 12 involving Reassignment and Retreat Rights and how important it is to KEEP ALL paperwork you receive when ex-cessed.

We also heard from NBA’s Mike Schmid and Randy Downard on different issues including tracking PSE hours when bids are abolished and improper use of 204’s. This was an election year for the OPWU. Steve ‘Crash’ Charles, Bob Springsteen, and Jennifer Sigmon were elected to offices. This concludes my report.

Article 38 Maintenance Craft

continued from page 2

I. Arbitrary. The word arbitrary, wen used in Article 38, shall mean a management initiated, no-disciplinary reassignment of an employee.

Section 3. Seniority

A. Introduction

The U.S. Postal Service and the Maintenance Craft Division, APWU, AFL-CIO, agree to the following seniority principles which replace all former rules, instructions and practices. This Section of this Article will continue relative seniority standings properly established under past instructions, rules, and regulations. Provisions of this Section of this Article shall be so applied in determining those relative seniority standings.

B. Coverage

This Seniority Section applies to all regular work force Maintenance Craft employees when it is necessary for filling vacant assignments and for other purposes. No employee solely by reason of this Article shall be displaced from an assignment he/she gained in accordance with former rules.

C. Responsibility

The installation head is responsible for day-to-day administration of seniority. The application of this Article shall be open to negotiations at the installation level with the designated agent of the Union.

D. Seniority Lists

A current seniority list shall be posted in each installation. A copy of an updated seniority list shall be furnished quarterly to the local Union. For each employee, it shall show:

1. Service seniority.
2. Seniority for preferred assignments.
3. Installation Seniority.

E. Loss of Seniority

1. Employees who change from one

craft to another shall begin a new period of seniority for preferred assignment.

2. Change from one postal installation to another; except as specified under F and I below, will require the start of a new period of seniority for preferred assignment.

F. Restoration of Service Seniority, Seniority for Preferred Assignments, and Installation Seniority

Except as provided in Article 12, Section 2.B, Seniority is restored as if service had been continuous upon:

1. Reemployment after Disability Separation. On reinstatement or re-employment after separation caused by disability, retirement, or resignation because of personal illness and the employee so stated this reason in the resignation and furnished satisfactory evidence for inclusion in the employee’s personnel folder, the employee receives seniority credit for past service for time on the disability retirement or for illness if reinstated or reemployment is made within six months from the date of recovery. The date of recovery in the case of disability retirement must be supported by notice of recovery from the Compensation Group, Office of Personnel Management, and in the case of resignation due to illness by statement from the applicant’s attending physician or practitioner.

2. Restoration in the same installation after military duty.

3. Restoration to the employee’s former position in the same installation after unwarranted or unjustified separation.

4. Involuntary reassignment to another installation.

5. Arbitrary change in the same installation to a lower PS level to the position designation and level from which promoted.

APWU DISCOUNT TICKETS - 2016

		APWU COST	GATE COST
AMC		\$ 8.00	\$10.25
Cedar Point			
Ride & Refresh	"3 & up 48" or taller in shoes. One day admission for one person along with an all-you-care-to-drink wristband good for fountain Coca-Cola beverages."	\$55.00	N/A
Adult Good Any Day	3-61, 48" or taller in shoes.	\$49.00 Tax included	\$65.00 + Tax
Jr/Sr Good Any Day	3-61 under 48" tall in shoes or 62+	\$43.00 Tax included	\$43.00 + Tax
Columbus Zoo			
Adult	(10 - 59)	\$ 7.00	\$14.99
Junior	(2 - 9 & 60+)	\$12.00	\$19.99
Zoombezi Bay			
Adult		\$26.00	\$32.99
Junior/Senior	(2 - 9 & 60+)	\$22.00	\$24.99
Kings Island			These Packages Are Not Available
Jr/Sr Early Bird*	3-61 under 48" tall or 62+. *Valid through June 30th ONLY	\$15.00	
Adult Ride & Refresh	3-61, 48" or taller	\$48.00	At The Gate
Jr/Sr Ride & Refresh	Ages 3-61 under 48" tall or 62+	\$44.00	Regular Price
(Our price is only \$7.00 more than ticket without drinks)	Ride & Refresh: Drink voucher must be redeemed same day as ticket. Must purchase Ride & Refresh for every guest in party.		\$45.99
Ohio State Fair	Admission (under 5 are free; Jr. 5 - 12 & Sr. 60+)		Coming Soon
Ohio State Fair	Wristbands		
	APWU Apparel		
Aprons	Male	\$11.00	
	Female	\$12.00	
T-Shirts	(Old designs now are \$5.00)	\$10.00	
Jackets	S/M/L/XL (was \$33.50)	\$17.00	
(Currently at ½ price)	2X (was \$36.50)	\$19.00	
	3X (was \$37.50) SOLD OUT	\$19.00	
	4X (was \$38.00) SOLD OUT	\$19.00	

"It Pays To Belong!"

American Postal Workers Union, AFL-CIO
Updated 05/12/2016



Ohio Postal Workers Union Convention Delegate’s Report

by Kim Harrington,
Recording Secretary/Delegate

The convention was opened by Ohio President Terry Grant with a welcome to all delegates and guests. Following the Pledge of Allegiance, Jennifer Sigmon, PAWU President, Columbus Ohio Area Local 232, welcomed everyone to the convention.

Introductions of the dignitaries were made by President Terry Grant.

The Rules Committee presented their report and the rules were adopted.

The Credentials Committee reported that on Friday there were 69 delegates and 16 guests present.

Our first speaker was APWU National President Mark Dimondstein. He talked about the need to get younger

members involved with the union. At the convention there was one person under 35 and one PSE.

He informed us that they are nearing a decision on the contract with a possible award by late June / early July.

National has begun a grassroots campaign to improve the health and safety of the employees. Last year 42,000 employees were injured and 18 died. President Dimondstein stressed the importance of reporting safety hazards.

Other speakers for the day included Tim Burga, President Ohio AFL-CIO, Debby Szeredy, National Executive Vice President, APWU Director of Industrial Relations, Tony McKinnon, APWU Health Plan Director, John Marcotte and Idowa Balagan, APWU

Assistant Maintenance Craft Director. Winners of the Kin/Vallerie Scholarships were from the Canton, Mansfield, Tiffin and Steubenville Local.

Saturday the Credentials Committee reported there were 84 delegates, 23 guests and 6 retirees.

Judy Beard, APWU Legislative Director, our first speaker for the day, discussed talks with the Appropriations Committee in Congress to restore service standards. There is currently a bill in the House, HR54 to do just that.

The Constitutional Committee was presented with two resolutions that passed.

National Business Agents Mike Schmid and Randy Downard spoke about grievance procedures.

Regional Coordinator, Sharyn Stone discussed retreat rights for excessed employees.

On Sunday the delegates elected new state officers. Columbus is represented by Steve Charles, Ohio Postal Workers Union President, Bob Springsteen, OPWU Clerk Craft Director and Jennifer Sigmon, Business Agent for our area.

Saturday night was a farewell banquet for Terry Grant, the outgoing state president. Terry has served the OPWU for 29+ years and his presence will be missed.

Thanks to the local for giving me the opportunity to represent them at the state convention.

In Solidarity.

Ohio Postal Workers Union Convention Report

by Gregory Vincent,
Business Agent

Having returned from the Ohio Postal Workers Convention, I would like to thank the membership for the opportunity to represent you during the convention. The convention was held here in Columbus the weekend of April 29th thru May 1st. There were 84 Delegates that attended as well as 25 guests and 6 retirees. State President, Terry Grant, opened the convention and gave a brief statement to all in attendance. He also explained that he would not be seeking re-election to the office of President and will be retiring

from the position at the conclusion of the convention. Our own local President, Jennifer Sigmon, gave a brief opening to the body and welcomed everyone to the 2016 Ohio State Postal Workers Convention. State Secretary Treasurer, Helmer Semjonovs, gave a report and the report was accepted by the Delegates. Secretary Semjonovs also stated that he would also be retiring and not seeking re-election to the position of Secretary Treasurer.

Many speakers were in attendance, including the APWU National President, Mark Dimondstein, who spoke on the status of the contract and that he ex-

pects to have a decision from the arbitrator by June or July. AFL-CIO President, Tim Burga, also spoke to the body and thanked the APWU for the help provided with the SB 5 bill that was defeated in the past. He also spoke on the upcoming elections this fall and the need to elect labor friendly candidates.

National Vice President, Debby Szeredy, and Industrial Relations Director, Tony McKinnon, were also in attendance and addressed the body on a variety of subjects, such as the backlog of grievances at the National level and how they are attempting to reduce this. National Secretary Trea-

surer, Liz Powell, gave a report on the financial picture of the APWU and that the Union is in good shape financially. There were a number of other speakers that spoke briefly on numerous topics such as National Assistant Maintenance Director, Idowu Balogun; Kentucky State President , Michael Macho; National Legislative Director, Judy Beard; and Central Regional Coordinator, Sharyn Stone.

During the convention there were 2 resolutions that were submitted and passed. The first dealt with elimination of a provision in the constitution that “grandfathered” the President in office at the rates in the OPWU Constitution and Bylaws. The second was a resolution that added a duty to the officers’ duties at the end of Article 6. It states that on officer shall be a member of the Audit Committee and will conduct an audit of the OPWU’s financial records either before or during the spring conference or convention. The Delegation also endorsed Vance Zimmerman for the office of National Director of Industrial Relations. National Business Agents, Mike Schmid and Randy Downard gave training on filling vacancies and issues at small offices.

Our previous President, Steve Charles, was nominated and accepted for the position of Ohio State President and was unopposed. Daleo Freeman from the Cleveland Local was elected as Vice President. Also Bob Springsteen was re-elected to the State Director of the Clerk Craft. Our President, Jennifer Sigmon, of the Columbus Ohio Local was elected to the Business Agent (B) for the 430-432, 437-438 and 457 zips. The newly elected Secretary Treasurer is Jim Sizemore, Mary Sitko was elected as the Director of Industrial Relations. Craig Fisher was elected to fill the position of Director of the Maintenance Craft.

Join The APWU Auxiliary

APWU Auxiliary President Kathy Danek, another guest speaker at the convention spoke of behalf of the Auxliary and presented flowers to Mrs. Barbara Bartchy, the longest/oldest supporting member (see

photo on page 3), who volunteered over the weekend in signing up members. Any person sponsored by the APWU is eligible for membership in this Auxiliary.

Membership fees cover national (state

and local affiliates) dues per year at \$10 which includes a quarterly newsletter. They also have a yearly scholarship for members. Below is an application to sign up and mail in.

APPLICATION FOR MEMBERSHIP

AUXILIARY TO THE AMERICAN POSTAL WORKERS UNION

NAME: _____

PAID FROM: _____

TO: _____

ADDRESS: _____

CITY: _____

STATE: _____

ZIP: _____

PHONE: () _____

EMAIL ADDRESS: _____

SPONSORING MEMBER: _____

MEMBERS LOCAL: _____

APWU

AUXILIARY

LOCAL DUES: _____

STATE DUES: _____

NATIONAL DUES: _____

TOTAL ENCLOSED: _____

MAIL TO: National Auxiliary Treasurer, Trisa Mannion, 3038 Cloverdale Ct., Grand Junction, CO 81506

Local 232 Jim Hawk Memorial Scholarship

Rules And Regulations

1. Four scholarships of \$500.00 each will be awarded to qualified applicants selected to receive the awards, provided at least four applications are received.

2. 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.

3. 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.

4. 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

5. Applications will be received from more than one student in a family;

Postal Service Earns \$1.83 Billion In Operating Profits In First Half Of Fiscal Year 2016

The Postal Service earned \$1.83 billion in operating profits in the first half of Fiscal Year 2016, according to financial results released on May 10. This marks the fourth year in a row the USPS is in the black – excluding the mandate that requires the agency to pre-fund healthcare benefits for future retirees.

The Postal Service has enjoyed an operating profit totaling \$4.4 billion since the beginning of Fiscal Year 2014 – without a dime of taxpayers’ money.

In the second quarter of Fiscal Year 2016 (January through March), shipping and packaging volume increased by 11.4 percent over the same period last year. Total mail volume increased by 1.4 percent, over the same time as last year.

“Once again, these results show that it’s time to broaden the services we provide, not scale them back,” said APWU President Mark Dimondstein.

“In order for USPS to continue on this path, Congress must pass postal reform legislation that eliminates the sham retiree pre-funding mandate that financially strangles our public Postal Service,” he said.

however, only one scholarship will be awarded per family, per year.

6. Students cannot win the scholarship program two years in a row.

7. Eligible students are required to submit a new application each year.

8. 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.

9. 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).

10. 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.

11. 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.

12. Local 232’s Executive board has the full and sole authority to settle any disputes that may arise in the scholarship program.

13. 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.

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. # _____

— I Did Not Speak Out —

submitted by Norma Mulhollen

First they came for the Motor Vehicle Clerks, and I did not speak out —Because I was not a Motor Vehicle Clerk.
Then they came for the Tour 2 Regulars, and I did not speak out —Because I was not a Tour 2 Regular.
Then they came for the Tour 1 Regulars, and I did not speak out —Because I was not a Tour 1 Regular.
Then they came for me, a Postal Support Employee and Mail Handler Assistant, and they took away my breaks and gave me a direct order to keep working — and there was no one left to speak out for me.

Original poem written by Pastor Martin Niemöller (1892-1984)
In the last two months there has been a growing trend amongst junior staff to not say anything. To not ask for a Steward when “Management” abuses them by denying them timely breaks or a lunch after they have worked the 6 hour maximum.
By not speaking up for such a basic contractual right you have allowed “Management” to trample all over you and as such given them the power to abuse you even further. This abuse has manifested into **fear**. Mail handlers assistants and postal support employees alike have informed me that “yes, ‘Man-

agement’ has ordered me to perform a job outside of my designation but no I will not write or sign a statement to that effect because I am afraid of retaliation.”
The force of 1970 went on strike to ensure a collective bargaining agreement that up to this point has provided every United States Postal Service employee with a living wage. It also stops “Management” from discriminating against you for being “you”. But most importantly it provides you with the Grievance-Arbitration Procedure so that they can’t trample all over you.
“A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment. A grievance shall include, but is not limited to, the complaint of an employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this Agreement or any local Memorandum of Understanding...”
Do not give up your rights without a fight. If you have questions inform management that you need to speak with a steward. **They do not have the right to demand that you tell them why and if they insist then your response is, “I need to speak with my union steward.”**



The Vindicator
1820 Northwest Blvd.
Columbus, OH 43212

ADDRESS SERVICE REQUESTED



New Members


Randall T. Bauman	Robert A. Dean	Courtney Mitchell
Synora L. Casey	Mark E. Hallewell	Renata M. Sanders

Congratulations Retirees

Robert L. Alexander
Candace M. Barber
Sylvester F. Coehins
Richard E. Cottrill
Randy A. Gibson
Thomas J. Hayes
Thomas J. Woerner

Congratulations

John & Darci
Tschumper Roberts
on Grandson
Haku Maiau



In Sympathy

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

Tim Gouch – Son
Kim Harrington – Father
Sue Craft - Husband

MONTHLY UNION MEETINGS

Wednesday, June 15, 2016
Wednesday, July 20, 2016
at 7:00 p.m.



Local 232

APWU Picnic

Sunday, August 14

at Zoombezi Bay

Tickets will be \$10.00 with a limit of 6 per member. No tickets will be sold after the final count is submitted on August 1, 2016.

Watch for more details when the tickets will be available at the Union Office.



