

the Vindicator

Volume #44, Issue #9

COLUMBUS OHIO AREA LOCAL
SERVING COLUMBUS AND CENTRAL OHIO

September 2016

AREA OFFICES

Amlin	Brice	Circleville	Fazeysburg	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.
Baltimore	Canesville	Delaware	Fresno	Haydenville	Lancaster	Milledgeville	Pataskala	Prospect	Rushville	Summitt Station	Wash. Ct. Hse.
Bloomington	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

August was a busy month to say the least. We started off with the yearly APWU picnic held at Zoombezi Bay and Zoo. It was a rainy day. We had over 700 courageous souls that braved the elements. A good time was had by most. We got to see a lot of familiar faces and some not so familiar. There was a good turnout of retirees. We awarded four scholarships. I'd like to thank the volunteers, Norma Mulhollen, Mary Jones, Kim Harrington and Ron Ferguson. Special thanks to Bob Springsteen for doing the Bingo calling.

The National Convention was held in Orlando, Florida. Our Local sent 15 delegates, which included one A.O. delegate. The theme for the convention was "Fighting for Justice". The Convention started on a Monday with 2,039 delegates representing 327 Locals and 50 States.

President Mark Dimondstein gave an opening speech that outlined

the challenges and possibilities facing the APWU members. One of our biggest issues is the TPP trade deal. The TPP is a massive, pro-corporate "free trade" agreement among the U.S. and 11 other countries including Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore and Vietnam. Although it's called a "trade" agreement, the TPP is not mainly about trade. If passed, the TPP would expand powers for corporations to attack our environmental and health safeguards, make it easier for big corporations to ship our jobs overseas therefore pushing down our wages. The TPP would flood our country with unsafe imported food, sneak in threats to internet freedom and jack up the cost of medicines by giving big drug companies new monopoly rights to keep lower cost generic drugs off the market. The TPP would ban policies needed to create green jobs, rollback Wall Street reforms and undermine human rights. This deal would gut American jobs, depress wages and destroy the middle class. All union members are encouraged to call their elected officials and ask them to **VOTE against TPP legislation.**

The convention lasted four days. We heard from many speakers, including radio personality Ed Shultz.

The convention got down to business starting on the first day with the

adopting of resolutions dealing with Safety & Health, duty assignments, clothing allowance, excessing, seniority rights of PTF's and improving the status of PSE's.

One of the more interesting speakers was Dr. Hanna-Attish. She was the pediatrician who exposed the Flint Water Crisis. Dr. Hanna-Attish proved that lead was poisoning the children of Flint. I won't get into details on the National convention as the other delegates are all writing articles about the convention.

Our convention delegates voted to endorse Hillary Clinton for President. The AFL-CIO has solicited our help as a union for phone banks and door to door canvassing for Mrs. Clinton. If anyone is interested, please see Bob Springsteen on Tour 2 at City Gate or call the union Hall at 614-486-4837.

Our APWU **National Officers** election is coming up. It is important to cast your vote for our officers, especially the Business Agent for our area. This officer is responsible for the handling of our grievances at Step 3 and Arbitrations. We have four people running for this position. You will find the E-Board recommendations and endorsement on the APWU Bulletin Boards. We are having a raffle as an incentive to get out the VOTE. When you vote, bring in your ballot and show it to a Steward. They will give you a raffle ticket. This goes

into a drawing for five \$100 **CASH PRIZES!** The winners will be drawn at the October monthly meeting. You do not have to be present to win. But it would be nice.

Local Negotiations will start soon. If you have suggestions or ideas, please give them to a steward or call the Union Hall.

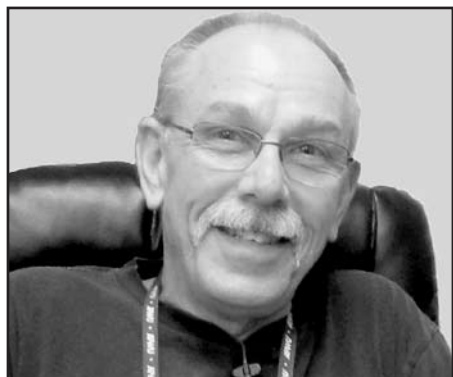
I am looking to form an **Entertainment Committee**. This committee would have the task of looking for places to hold the yearly picnic and the Children's Christmas Party. If you are interested, please call the Union Hall.

Recently, I went to refill a prescription. My pharmacy informed me there were coupons available for this particular medication. The medicine I was purchasing had a co-pay of about \$175. I went to the medicine's manufacturer website and printed off coupons. It reduced my co-pay by \$100. So a word to the wise, if you have high co-pays, ask if coupons are available.

In closing, if you have problems or issues on the workroom floor, give us a call. We will address them whether it's by talking to a supervisor, taking them to the Labor Management Meeting or the monthly meetings we have with the Postmaster.

As always, work safe.
Jennifer Sigmon

The Vice President's Corner . . .



by David Patterson

Greetings to my union brothers and sisters.

Having returned from our National Convention as your elected delegate, I make the following report to you, the membership.

The convention convened on August 22 and concluded on August 25 of this year. The delegates, 2100 in number, representing 338 locals, from 50 states, Guam, Puerto Rico, and the Virgin Islands, acted upon all the submitted resolutions that had been collected over the last two years. As a body, we voted up or down on the resolutions concerning the issues and concerns of each craft (Maintenance, Clerk, MVS, and Support Services) as well as constitutional changes, and Executive Board proposals.

The body acted on resolutions covering wages, working conditions, support of political candidates, sup-

port of social issues, and also those issues dealing with our environment. Addressed were issues of eliminating national positions, a pay increase for a national officer, and retirement contributions for our national officers.

The delegation, on a daily basis, heard from a large number of speakers in support of the labor movement, and also in support of political candidates running for office. The daily sessions began at 9:30 a.m. and continued through 4:30 p.m., Monday thru Thursday.

There were quite a few new faces at the microphones this year, which is good for our Union as it

represents new and younger blood, (including a larger number of PSE delegates), addressing our issues.

To explain in this article, the vast number of resolutions voted on would be impossible, so I once again offer to explain any resolution, in detail to anyone who asks.

In closing, I will ask all of our membership to ensure that they are registered to vote, that they encourage family and friends to register to vote, and that they exercise their constitutional right to cast their ballot in the upcoming elections in November.

In Solidarity,
David J. Patterson



OFFICERS AND STAFF at Your Service:

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Sherry PickensDavid Patterson
Harold Colby
Greg VincentBusiness Agent

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Larry CanadyChief Steward/Asst. Clerk
Rick FarrellTrustee
Kenneth HamrickGary Moore
Joel Waits

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Dan Woerner
Renie Nelson

TOUR III

Sue Eppard

Twin Rivers

Phone: 614-469-4290 Fax: 614-469-4293
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Shannon BarrAssistant Clerk Craft Director
Stations and Branches use Tour II Stewards

MVS CRAFT STEWARDS

Dave CollinsMVS Craft Director
Ken Bradley

STATIONS AND BRANCHES STEWARD

Dave CollinsAngie Lyshe

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Thornville, Newark, W. Lafayette

Steve WaitzmanMt. Vernon
Use designated steward first, then the designated
alternative. Supervisors must call the designated steward's
Supervisor to ensure their release.

Sherry Pickens Craft Director614-472-0595
Terry MoellerWorkers Comp. Officer
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Bob SpringsteenIndustrial Relations Officer
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Delegates' Report



By Delegate/Chief Steward/Editor Zanetta Davis
and Joel Waits Delegate

The theme of the Convention was: **"Fighting for Justice!"**

All in attendance from our local were the Officers, Trustees and Delegates. We also had the pleasure of having a few Retirees, including the Retirees' Chapter President Mitchell, the Ohio President Steve "Crash", and our Business Agent Mike Schmidt.

It was our (Joel Waits) first Convention and it seems the consensus between all the new delegates was that it seemed very confusing and a lot of miscommunication and business to take care of, all at the SAME TIME. I didn't feel there was enough time to do it all.

One of the first events that I was drawn to (accidentally) was the Parade of States. Each state paraded down an indoor "street" wearing costumes and holding their state banner representing their state and they had bags of candy, beads, and trinkets that they threw out to the observers.

That evening, there was an Ice-breaker Dinner/Party held for the 1,000 plus Delegates, officers and their guests.

Monday began the General Session from 0900AM-0430PM daily. Every morning, the session opened with the APWU choir singing, a prayer and Yes, The Pledge of Allegiance.

There were several Guest Speakers, all of which we found very interesting. They all touched on issues of the day that were non-postal, yet affected all of us in some way or another.

The Pediatrician, Dr. Mona Hanna-Attish, who alerted authorities of the Flint, Michigan, water problem spoke of her work on the problem. Originally, the government was in denial and stated that she was "an unfortunate researcher who was causing near hysteria." Months later, they realized she was correct in her findings. She became a Hero in Flint and her brother is an Attorney for the APWU Union.

President Dimondstein presented her with a \$5,000 contribution for the Flint Child and Health Development Fund.

A motion on the floor was made (and passed) to take up a collec-

tion for the Flint citizens for clean bottled water. Over \$12,600.22 was collected.

The Mott Foundation, based in Flint, matched the APWU's contribution bringing the total to over \$50,000.

After Dr. Mona Hanna-Attish's moving speech, a motion was made to make her an honorary APWU member.

Another collection was taken for the employees and their families impacted by the recent floods in Missouri, Mississippi and Louisiana.

The President of the AFL-CIO Richard Trumka spoke of employment and support of all unions. He urged union members to support candidates who support working class values, such as safe roads, affordable healthcare, quality public service and equal justice in our workplace, streets and courts.

After APWU President Dimondstein gave his State of the Union address, the Honorable Nina Turner, Former Ohio State Senator gave a speech that gave me goosebumps. While she spoke, she walked off the convention stage into the audience of delegates. For a moment, I thought I was in an old time Baptist Church. She spoke with humor and yet it was a very inspirational speech. She stated, "The work you do reaffirms each day that the Postal Service is the fabric of the United States of America. You are the ultimate public servants." She added the importance of Postal Banking. She used the term from Teddy Roosevelt, "work worth doing," several times. She was excellent and all I could think of was how were the next speakers going to top her?

Rep. Keith Ellison (D-MN) spoke on outsiders trying to Privatize the Post Office. He congratulated the APWU's fighting spirit and

said it was the key to our success.

The President & CEO of the NAACP Cornell Brooks started his speech by declaring that the two organizations are allies and that the NAACP stands by us at the ballot box, at the labor line, at the post office, state legislatures and Congress. He spoke extensively on the right to Vote. He added, "The right to vote shines like a North Star. We need every union, civil rights organization and family to stand and turn out to **VOTE**."

One of the Foreign Dignitaries was from the United Kingdom, Dave Ward, who spoke on Unionism. The General Secretary from Spain (long time President previously) Jose "Pepe" Sayague's spoke through an interpreter. He and President Dimondstein exchanged gifts.

Another guest speaker, Adriana Rosenzvaig from Uruguay, could not be present since her Passport was stolen prior to her travels, she spoke via skype.

In between all the Guest Speakers, we worked on reports and resolutions. We voted to abolish a vacant Washington, DC, Clerk Craft NBA position, approved reimbursement of expenses for the unions five retirees, National convention delegates to attend the Retirees Department. Delegates also considered a resolution that would allow the retirees to elect delegates to National convention.

Striker Tatiana Hill told us the journey of how they organized and started a union at Verizon communications.

Everyone was especially excited to hear the Broadcaster Ed Schultz speak. He primarily touched on the (TPP) Trans-Pacific Partnership.

The oldest and youngest APWU members spoke on a variety of issues that are concerns for their future membership.

The Annual E.C. Hallbeck Memorial Scholarship winners were announced.

Announcement of dates for the next Conference were made. It is scheduled for August 16-20, 2018, in Pittsburgh, PA

In Solidarity

Your Delegates

Zanetta Davis

Zanetta Davis

Joel Waits

Congratulations Retirees!

Cherry L. Farley
John Milke
David L. Walker
Timothy D. Gouch
Roderick Morrison
Sharron F. Williams-Box
Kenneth R. Grundei
Carl L. Rizer

In Sympathy

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

Tammy Baker
Natasha Boschulte-Estes lost her uncle which is the third death in her family in only a few months this year.

EDITORIAL POLICY

The Vindicator is published monthly and is the official publication of the COLUMBUS AREA LOCAL/APWU, 1820 Northwest BLVD., Columbus, OH 43212, 614-486-4837.

EditorZanetta Davis

Opinions expressed in the Vindicator are those of the individual workers 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. Article should not exceed approximately 1 1/2 pages typed.

Recording Secretary/Delegate . . .

American Postal Workers Union 23rd Biennial National Convention

Orlando, Florida • August 22-25, 2016



By Kim Harrington

The 23rd Biennial Convention opened on August 22, 2016, at 9:30 a.m. with 2,039 Delegates present, representing 327 Locals, all 50 states, Guam, Puerto Rico and the Virgin Islands. There were also 76 National Officers and 5 Retiree National Convention Delegates.

A Call to Order was made and the Convention began with the Invocation, a presentation of Colors, the Pledge of Allegiance and a beautiful rendition of the National Anthem sung by members of the APWU.

We were given reports by the Credentials Committee, the Rules

Committee, the Finance Committee and the Secretary/Treasurer's report for National.

We were given the State of the Union given by President Mark Dimondstein.

There were many guest speakers, including Cornell Brooks, President of the NAACP, who reminded us that the NAACP stands with the APWU and our fight to "Save our Service."

Dr. Mona Hanna-Attish, the pediatrician who was the leader in exposing the Flint water crisis spoke of the decline of the auto industry and demise of Flint and its water supply. The APWU raised \$50,000 for Flint, MI, with contributions from the APWU, on the Convention floor from the delegates and the purchase of bottled water during the Convention.

Nina Turner, former Ohio State Senator, brought excitement to the Convention floor with her speech reminding us that we are an important element to our communities.

She spoke on the importance of the return of Postal Banking and the fight for justice.

Rep. Keith Ellison (D-MN) discussed the right against privatization of the USPS. He reminded us that the fight is real and that allies in Congress will fight to keep that from happening. He also discussed the importance of Postal Banking, to help the Postal Service and communities where there is a lack of banking options.

AFL-CIO President Richard Trumka inspired the masses with his reminder that because of our fight, there is no more talk of cutting Saturday delivery. There now is 7-day delivery with Amazon.

Tatiana Hill, Verizon worker from Brooklyn, NY, was a part of bringing the CWA union into Verizon. A two-year fight and a 46 day strike finally brought an end to the fight with Verizon and now they are unionized.

Nabisco worker Mike Smith was laid off due to the fact that

Mondelez International, the company that owns Nabisco has moved 600 union jobs from Chicago to Mexico. They ask that you boycott Nabisco and their products made in Mexico. That includes the popular brand, Oreos.

A rally was held with broadcaster Ed Schultz in protest of the Trans-Pacific Partnership. The Union requests that you call Washington and let your Senators know that you are opposed to TPP legislation.

The Convention was informative and enjoyable. It is a pleasure to speak with other members of our Union from across the United States.

Thank you to our membership for once again giving me the opportunity to represent our Local at this year's National Convention.

In Solidarity
Kim Harrington
Record Secretary/Delegate
APWU/COAL 232

Maintenance Corner. . .

2016 Convention Report



By Tim Lott

It was my honor to be able to represent our Maintenance Department at the nation convention. President Dimondstein opened the proceedings with his State of the Union speech which addressed

the struggle Unions are facing. Especially with the Trans Pacific Partnership (TPP) deal that has been proposed. The entire labor movement stands against TPP as does the Grand Alliance to save our Public Postal Service which has grown to 140 organizations since its conception two years ago. He also spoke on the Campaign for Postal Banking as another way to strengthen the USPS and protect our jobs. These topics took front row to our ongoing issues of postal reform, plant consolidations & closings, and our delivery standards.

A couple items that stood out

to me were the need to get our non members to understand the importance of being part of the Union. Second is the need to get our younger members more involved in the APWU. Out of the 2100 delegates that were at the convention, there were less than 30 in attendance that were under age 35.

From the Maintenance side of things, the highlight is the fact that we will be an all career work force for the first time. Our language in article 38 didn't change too much, which most employees have probably looked at it by now. Our fight is still concentrated in two areas right now. The MS 47/

TL-5 and the revamp of the MS 1.

There were also numerous speakers (NALC, NAACP, Dr. Hanna Attish, Broadcaster Ed Schultz) were a few that attended and spoke about their struggles and fights they face in their present positions of employment and lives. So with that, the APWU is not alone in our struggles nor are they alone in their struggles. We need to continue to grow together and stronger as a Union and as the Grand Alliance.

Maintenance Craft Director
Tim Lott

Get Well Wishes!

Darci Tschukmper Roberts
Larry Butts- Tour I
Maintenance Steward



Wedding Announcement

Congratulations to
Stephenie Keaton & Dominick
Braxton on their marriage.



Mitchell T. Allen
Matthew W. Cooke
Samual Ledasi
Edward Ausborn
Shaana R. Downing
Jeannae Love
Joshua T. Bennett
Eric Furcron
Alaysha Munnerlyn
Keyla Bondurant
Tinikia D. Grabl
Devyn T. Reeves
Earlena Brown

Shanay M. Grant
Kyle D. Richard
Mark Burston
Erica Hampton
Stephanie Smith
Timothy L. Carpenter
Cheryl R. Horton
Kameron D. Wright I
Kevin C. Clement
Christina A. Joiner
Bethanie N. Yelely

Station PSE From Mike Schmidt, Business Agent

FYI:
The Contract went effective 7/8/16 on Uniform Allowance.

PSE's need to request from their Postmaster to give them three (3) shirts and they will get them for you. If they don't comply, please contact your steward.

Tour 2 Chief Steward/Delegate Report . . .

23rd Biennial National Convention by Phil Ballou

Sisters and Brothers, I first want to thank you for your votes and your confidence in allowing me to attend the APWU National Convention. It was in my opinion much better than the first one I attended in Chicago two years ago. I am humbled and honored to represent our local members of this great organization.

On the first day of the convention, President Dimondstein opened up with his State of the Union address on where we are as an organization. We are stronger than we have been in the past. Our numbers for the first time in many years are growing again, and this is largely due to the increasing numbers of PSE's being hired and promoted. President Dimondstein spoke on numerous other topics such as workers fighting big corporate fast food chains that pay low wages to their workers, while they are making thousands of dollars themselves and that's not per day, but per hour! Not only do we as Postal employees worry about Privatization, there are many other areas that are being considered to be privatized, such as public libraries, schools and hospitals.

Here is something for us to think about. Remember just a short time ago the Postal Service was trying to

cut services back to five day delivery? Well not only did we as a union family fight back on this, we (somewhat) won this battle. We went to 7-Day delivery when we partnered up with Amazon and now delivering mail on Sundays. There are many other things we are trying to get in the ways of revving up business for the Postal Service such as Postal Banking. Think about this, there are fewer number of Banks then there are Post offices. If we started using banking services such as check cashing, increasing our Money Orders transfers of money like Western Union, these are all services we can do in a Post Office. We care in every Zip code. Small and large cities, no other business can reach the American public better than we do here in the Post Office, this is what we do!

On day two, all the delegates got down to business and that was going through all the resolutions to be discussed and voted on. Officers reports from different crafts. That day, we didn't finish even half of these reports or resolutions. We had more guest speakers such as Dr. Mona Hanna-Attish. Many of you may know or heard of someone that lives in the Flint Michigan area. This is a town that has been stricken

by having lead in their water. This poison made many children sick and the elderly to weak to fight the poison. The good Doctor spends much of her time donating her services to the people of Flint. With her stories of this once huge Union town from the Auto Workers Union, she touched all of us listening to her that the delegates took a collection from our own pockets and boxes were passed around to collect the donations. We as delegates donated \$12,600.00 and the National Union donated \$10,000.00 bringing the APWU contributions to nearly \$25,000.00. This money will help get medical supplies for the town and bottled water that is used daily for everyday needs. And when the APWU gave this check and cash to the Doctor, The Mott Foundation in Flint, Michigan matched our total Contributions to a tone of \$50,000.

At the end of the second day, there was a rally. At the last convention, we had a rally in Downtown Chicago where we protested the Staples Deal the Post Office did illegally. This year, we had a guest speaker who is a huge friend of the labor movement by the name of Ed Shultz. He really got the whole delegation fired up talking about how

Congress mandated the Postal Service to Pre-fund retirees fund and the TPP. He urged all Postal Employees to write their Congress person. Make them pass the bills we need to continue to serve the American people like no other company can.

Day three, we cleared all the unfinished business from the first two days. There were still lots of Committee's that needed to report. The body had voted unanimously to Support Hillary Clinton for President. It was hoped that she would be there on the floor to address the delegation, but her schedule couldn't permit this so she sent a letter of appreciation to the body in her letter she talked about supporting the APWU and all postal employees on their needs and concerns to keep us employed and the Postal Service available business to continue to operate and serve all the American people. By the end of the convention, the Credentials Committee gave their final report. There were 2,100 delegates representing 338 locals, covering 50 states including Guam, Puerto Rico and the Virgin Islands. Also in Attendance were 76 Natl' Officers and 5 Retiree Natl' delegates.

CUPW Reach Tentative Agreement

Canada Post and the Canadian Union of Postal Workers (CUPW) have reached a short term two-year agreement, (instead of its usual four-year period) subject to ratification.

These agreements are the result of negotiations that have been proceeding for several months.

Canada Post noted the outcome brings "much-needed certainty" as businesses and consumers prepare for the upcoming holiday shipping season.

The Postal Service monitored negotiations and had contingency plans already in place.

CONGRATULATIONS TO ALL THE WINNERS AT ZOOMBEZI BAY AND ZOO COOK-OUT!

50/50 FOR COPA

Sam Ferguson

SURVEY DRAWING

James Scaduto

BINGO

Tonya Vasbinder
Mickey Clark
Travis Clark
Robert A. Fullen
Helen Kirkland
Jill Schmid

Sam Sachs
Monika Baer
Vickie Allen
Deyona Harris
Amber Payne

Your Vote Counts!

It is Election Time for
National APWU Officers.

You will soon get your ballots.

Vote for your choice of candidate for
National Officers.

Show your ready to mail ballot to a Steward
for a Raffle Ticket by September 30, 2016.

(Then don't forget to mail it...)

The drawing will be at the October Union
Meeting at the Union Office.
You need not be present to win.

5 Prizes of \$100 each.

You must Vote to Win.

2016 APWU National Convention



City Station Chief Stewards News . . .



by Bob Springsteen

2016 National Convention Report

(Trans-Pacific-Partnership) movement. "We cannot continue to gut American jobs, depress wages and destroy the middle class."

We were also addressed by some of the people of Flint, Michigan. Especially Pediatrician Dr. Mona Hanna-Attish who exposed the Flint water crisis to America going into its third year. The delegates got into their pockets and donated over \$12,600 for better water for the people still living in Flint. **OREO BOYCOTT**

We also heard from two speakers who were recently laid off in Chicago from the Nabisco Company. They told us that Oreo cookies are now being made in Mexico and sold here in the U.S.A. Would you drink the water in Mexico? Then why would you eat a cookie that was made with Mexican water? You can tell if your Oreo's were made in Mexico by a coding on

the package. It will have a MM or MX on the outside package.

We also called for a **Boycott of Wendy's Restaurants** who purchase their tomatoes from outside the United States. Since Wendy's headquarter is located here in Central Ohio, why wouldn't they buy their tomatoes from Reynoldsburg, Ohio the home of the Tomato?

We also addressed the current retirement program for National Officers, and decided that things must change. The National Officers will now be required to pay more into their retirement plan. This will help out the union with future payments to National Officers.

This was the seventh Nat'l Convention that I have attended, and it seemed like the most controlled and fastest convention that I attended. There weren't that many issues during this conven-

tion, and there wasn't that much debating over the issue. There will be another convention scheduled for 2018 in Pittsburgh, Pa., prior to the next contract.

In closing, I would like to thank the membership for sending me (again) to represent you. I voted the way that I felt the membership would have wanted me to vote on each issue. You are the reason we were there. To represent all of our membership.

Also, it doesn't take a politician to say they want to make America Great again. It takes each one of us to do that. You **must** buy American made products, such as clothing, cars and trucks, food and electronics. If we don't support ourselves and our country, we can't expect anyone else to either.

Bob Springsteen

Questions from the Floor

When is the Annual Leave Exchange program and how do I know if I qualify?

Based on the information gathered from blue.usps.gov and ELM 500, you are eligible for the Annual Leave Exchange Program if: <http://blue.usps.gov/accounting/annualleaveexchange.htm>

Annual Leave Exchange

Employees receive a letter each fall if they are eligible at that time to participate in the Annual Leave Exchange (ALE) Program.

The ALE Program provides an option for eligible employees to receive a lump sum payment in exchange for a portion of the annual leave advanced to the employee at the beginning of the next year.

Eligible employees include full-time and part-time regulars. Updated information on this program is available every November or December in the postal Bulletin. http://about.usps.com/manuals/elm/html/elmc5_001.htm#ep1236980

512.63 Annual Leave Exchange 512.631 General

The annual leave exchange program provides eligible employees with the opportunity to receive cash in exchange for leave that they will earn during the next leave year. Accumulated leave and leave accrued during the current leave year cannot be exchanged under this program. The terms and conditions for exchanging leave vary for bargaining unit and nonbargaining unit employees and are explained in the instructions mailed to eligible

employees before the open season November 15 through December 15 each year.

512.632 Bargaining Unit Annual Leave Exchange

Certain national collective bargaining agreements provide a leave exchange option for covered employees. Eligibility and the other terms and conditions for this option are set forth in the applicable collective bargaining agreements and information related to administering the program.

512.633 Nonbargaining Unit Annual Leave Exchange

Career employees permanently assigned to a nonbargaining unit position are provided the option at the end of the calendar year to exchange for cash a given number of hours of the annual leave they would otherwise earn during the next leave year. The minimum and maximum number of hours allowed each year, as well as the leave balance the employee must have at the end of the leave year in which the election is made, and any other requirements, are determined by consultation with Postal Service management associations and specified in information related to administering the program.

512.634 Processing Annual Leave Exchange Options

Open season for the annual leave exchange program runs from November 15 to December 15 each year. Eligible employees are notified of the election before the open

season. The exchange is effective the first full pay period of the new leave year.

Note: Postal employees may not exchange leave already earned that exceeds the Postal Service leave carryover limit due to Internal Revenue Service "constructive receipt" regulations.

Why is it so important to ensure that we as employees are under the correct 3 digit code when performing a job function as casing mail or sorting paces?

Answer

I asked an area office Postmaster Supervisor, as well as, Plant Management staff and the answer is quite enlightening:

The Main reason is because you want to receive the correct amount of time it takes to do the Job if you are not using the proper code for example if you earn 1 hour to do parcel returns, which would be 639 and you never have a clerk clocked into that code, the next year when the district budgets your hours, you will lose that time.

Supervisor

For delivery units, it is important because we have a program called CSAW that tracks hours used for the different job duties. For example, if someone clocks in on working the window at 6AM and the window does not open until 9AM, all of those hours apply to the window and need to be on sorting mail.

Postmaster

When employees use the correct operation, then "we" receive

credit for the correct amount of man hours. If the man hours are less than the production hours, then it is viewed as: "You don't need staff to perform this "job." As such there will be a hiring freeze or employees will be shifted to other tours even though we know that there is work for them to perform on their tour.

MDO

Losing time equals losing jobs. When it is time to clock in be sure that you are doing so under the correct job function in order to ensure your job. If you do not know what the correct three-digit code is ask your steward. We are here to help.

I would like to receive annual leave instead of holiday pay, what do I need to do?

<http://blue.usps.gov/accounting/holidayleave.htm>

If you wish to receive annual leave in lieu of holiday pay you need to submit a PS Form 3971 (Request for or Notification of Absence) to your supervisor requesting this option.

This supervisor, postmaster or other person responsible for time-keeping entries will authorize Code 028 for the employee in TACS, or on the manual timecard as they would any other type of leave.

On the employee's earnings Statement (PS Form 1223) Code "A" is used to identify Holiday Leave hours converted to Annual Leave hours.

Submitted by
Norma Mulhollen

2016 APWU National Convention Report



By Greg Vincent

I would first like to thank the membership for the opportunity to represent our local as a delegate to the 2016 APWU National Convention in Orlando, Florida. The convention had a large turnout with approximately 2100 delegates attending. The convention ran 4 days, from August 21-26, and each day was filled with multiple speaker and numerous resolutions that were submitted to change items in the APWU constitution, and as well as Legislative issues and craft issues. There were also many labor/management resolutions that were adopted by the delegations, which serve as a guide to what the APWU delegates want the executive board to strive for in future contracts.

On day one of the convention, President Mark Dimondstein gave the state of the union address to the delegates. He gave an update on the

Staples boycott and stressed the importance on keeping up the fight because it is working. Staples stock has dropped over 50% since the start of the boycott against their shady deal with the USPS to take work away from our union brothers and sisters that work our window unit. We also heard from the President of the AFL-CIO, Richard Trumpka and he spoke on how all the unions need to work together to get labor friendly candidates elected in this falls election. We heard from Nina Turner, a former Ohio State Senator, who gave a very impassioned and upbeat speech on how politicians that don't work for the people need to be voted out. Congressman Keith Ellison spoke to the delegation and gave a very inspiring message to the body to keep up he fight for justice. Dave Ward, the General Secretary of the Communications Workers Union of the United Kingdom, also spoke about issues facing Unions in both the United Kingdom and here in he United States.

Day two of the convention saw 7 different speakers. First was President and CEO of the NAACP, Cornell Brooks, who said that they have the APWU's back in our fight for justice. We next heard from Dr. Mona Hanna-Attish, the Director of Pedi-

atric Residency Program for Hurley Medical Center in Flint Michigan. She is the doctor that first exposed the issue of lead in the water in Flint Michigan, and the harm that it was causing the children. She also said that she came from a family with a strong union involvement and that she is 100% behind the APWU and it's fight for justice. The delegates voted to make Dr. Mona Hanna-Attish an honorary member of the APWU. President Mike Palecek of the Canadian Postal Workers Union, gave an update on the struggle of Canadian Postal Workers and their negotiations progress. Mehrsa Baradaran spoke to the delegation on the need for Postal Banking.

Next was a young worker for Verizon Wireless, named Tatiana Hill, who spoke on how they organized and became Union at Verizon. Florida Congressman Alan Grayson spoke on the need to fight the trade deals that are bad for the middle class such as the (T.P.P) Trans-Pacific Partnership. Wrapping up the day was former host of MSNBC, Ed Schultz, who gave a very powerful speech and was adamant that the Trans-Pacific Partnership must be stopped as it is bad for the United States and bad for the American workers.

Day three, saw 4 different speakers, of which President Terry Melvin of the Coalition of Black Trade Unionists, was first and voiced his support for the APWU in the fight for justice. Next came Adriana Rosenzvaig the Regional Secretary of UNI Americas of Uruguay. She also voiced support for the APWU and also spoke on issues similar to the APWU in their country. We also heard from President Paul Hogrogian of the NPMHU and President Fredric Rolando of the NALC. Both Presidents of our sister Unions promised their backing for the support of Postal Banking and have both joined in the Grand Alliance to save the Postal Service.

Day four wrapped up the convention as we heard from Jose "Pepe" Sayagues, who is the General Secretary of the Postal Sector FSP-UGT in Spain. He did not speak English, so he had an interpreter and spoke about the long connection he has had with the APWU through the years dating back to the Moe Biller days. In closing, I again would like to thank all the membership for this opportunity to serve in the capacity of Delegate.

In Solidarity

Greg Vincent
By Greg Vincent

Trustee/Delegate Report . . . 2016 Convention Report



By Larry Canady
Trustee/ Delegate

This year's Nat'l Convention was held in Orlando, FL., with approx. 3000 delegates in attendance. Various politicians, union activists gave inspiring speeches including via video.

APWU President Dimondstein spoke briefly on our new contract in regards to securing real wage increases, strengthening job security, protecting our COLA's and no-lay off protections while enhancing our career and Full-time work force. He talked about the 33,000 PSE's converted to career since the last convention. He also spoke on the building of a grand alliance to help save our postal service which now consists of 140 organizations which include Nat'l labor, faith -based, community, environmental and

civil rights organizations. It was also discussed how to empower young workers to get involved with the union. I was surprised at the number of PSE's and young workers that are union stewards and just being active within the union

There was a Rally protesting the (TPP) Trans Pacific Partnership. This is a vast "Free Trade" agreement that would allow corporations to circumvent the laws of signatory nations in the interest of private profit. In essence this would allow public services such as the Postal Services to be permanently outsourced and privatized, allow multi Nat'l companies to challenge laws, regulations and safeguards of any signatory country through private "Justice System" that undermines our democracy and Nat'l sovereignty, reduce worker protections to the lowest possible point, allow corporations to nullify "Buy American", mandates TPP would also guarantee monopoly rights and extend patents for pharmaceutical companies that would empower them to circumvent U.S. and other countries.

Larry Canady
Larry Canady

Pasta by Zanetta

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| ORZO | PAPPARDELLE | PENNE |
| PERCIATELLI | PICI | PIZZOCCHERI |
| RAVIOLI | SPAGHETTI | TAGLIATELLE |
| TORTELLINI | TRENNE | TRIPOLINE |
| VERMICELLI | ZITI | |

Steward/Delegate Convention Report . . .



By Steward Steven H. Waitzman

I was honored to attend The Biennial National Convention in Orlando, (August 21-26, 2016) as a first-time delegate.

President Mark Dimondstein addressed the delegates on Monday August 22. He spoke about some of the gains the union has made since the last convention, including the recently concluded contract negotiations. President Dimondstein spoke of the challenges the Postal Service faces, given the efforts to degrade its service for the ultimate objective on the part of various parties to privatize the Postal Service, and also of the work to respond to these challenge. He made reference to the Grand Alliance between various organizations including Unions,

faith-based groups, and civil rights organizations all jointly committed to strive to save the Postal service as a public entity, dedicated to serving the postal needs of the American people.

Throughout the convention, various guest speakers shared their thoughts, all voicing such common themes as the need to protect the Postal Service from privatization, and more broadly the need for its various unions to stand together to protect and fight for the rights of working people.

Most speakers appeared in person, others on video. Frederic Rolando, President of the National Association of Letter Carriers, personally addressed the delegates on Aug. 24, pointing to the NALC's participation in the Grand Alliance, its support of the Staples boycott, NALC support of Postal Banking (which would be a great benefit for the clerk craft, if implemented), and the need for unions to stand together.

Guest speaker Dave Ward, head of the Communications Workers Union in the United Kingdom, encouraged us in our efforts to keep

our Postal Service a public agency, which they were not successful in doing in Great Britain. Their Royal Mail was privatized in 2013.

Among the other speakers appearing in person were AFL-CIO President Richard Trumka, NAACP President Cornell Brooks, and former State Senator from Ohio, Nina Turner, who gave a very energetic presentation, and noted that Postal Management owes the American people honest management of The Postal Service.

Many resolutions were addressed at the convention regarding positions the union would take on various matters. Most of the resolutions passed, based on the recommendation of the committee proposing them. Most dealt with issues pertaining to the various crafts encompassed within the APWU. Some dealt with situations outside the Postal Service, such as the plight of the citizens in Flint, Michigan with respect to their water crisis, and support for the employees of the Nabisco company regarding their jobs staying in the U.S.A.

The APWU delegates overwhelmingly passed a resolution

giving its endorsement to the Democratic party's nominee for President. I was one of the very few delegates to vote against this resolution. In brief, while I appreciate the strong support of the Democratic platform for the Postal Service, I believe there are other very serious issues facing our nation today, both domestically and internationally, that the Republican candidate Donald Trump, is far better suited to address, over his Democratic rival.

A resolution was also overwhelmingly passed for the union to support the Black Lives Matter movement. Again, I was one of the very few delegates to vote against this resolution. I did so because I believe it is premised on false narratives of various well-publicized incidents that have transpired in recent years, and as well, falsely portrays conditions in our country today, and instead of pursuing the cause of justice, does the exact opposite.

The convention was a valuable learning experience, and I am very appreciative to the membership for allowing me to serve as one of their delegates.

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or contribute online by credit card at www.postalrelief.com

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Visit www.postalrelief.com for more information



Retiree Corner . . .



by **Leonard E. Thomas**
**OPWU Retiree Legislative Officer/
Local 232 Retiree Treasurer**

The 2016 APWU Retirees Convention convened on Aug. 20, 2016 in the Swan Hotel in Orlando, Florida. Director Nancy E. Olumekor presiding over the proceedings. A point of contention was brought to the chair's attention that political handouts were placed on the tables prior to the meeting. A motion was passed to let the handouts be permitted to stay as found. Nancy Olumekor recapped her activities over the past four months as the appointed replacement for Judy Beard who is now the Political and Legislative officer. Our first speaker was National

President Mark Dimondstein. He spoke on the new Contract highlights. Next, the Staples Campaign: How it is working and the APWU is winning. Finally, he spoke on Medicare intergation in the FEHP and its effects. Phil Gardner, OPM HR Specialist discussed Websites for self help for changes in your profile.

Rich Fiesta of the Alliance of Retired Americans, spoke on his organization over the last 14 years. 1) Participated in Rx express 2002-2003 to help seniors get lower Rx prices from Canada. 2) Worked to defeat Social Security Privatization in 2005-2008 during the Bush Era. 3) Won Medicare Expansion in 2009-2010. 4) Helped to stop the chain CPI in 2014. 5) Celebrated medicare-Social Security anniversary in 2015. I am grateful that I attended this event in Washington, DC. 6) Spoke on the expansion of Social Security which is supported by Pres. Obama and the Democratic Platform. 7) Social Security OASI solvent until 2034.

8) Disability Insurance Trust solvent until 2023. 9) Social Security COLA - SB 2251, Sen. Elizabeth Warren for years with no COLA be given a one time 3.9% award-Same as the bonuses received by Wall Street.

Next speaker was Political and Legislative Officer Judy Beard. She spoke on the importance of the upcoming fall election. And to make sure you check your BOE to make sure you are eligible to VOTE.

President Bruce Jackson presented COPA a \$1000 donation from the Cleveland Retiree Chapter. Society Security Blanca Taylor stated that COLA is still in the Doubtful stages. John Marcotte- Retirees has 50% of Health Plan membership. Fees will increase this coming year. The next day, Nancy Olumekor introduced the convention retiree delegates. New charter was presented South suburban, Ill chapter by President Dimondstein, Vice Pres. eb Szeredy and Sec. Treasurer Liz Powell.

Next on the agenda were the six Resolutions to be sent to the convention.

1. Increase the APWU Health Plan Associate Member Annual Fee (Art.3&4)
2. Art.6 Sec.5 - Amend the representation of the retirees at the convention level.
3. Art 8 sec 7- Increase the Salary of the retirees Director.
4. Art.11 Sec12 - Retirees Delegates (5) shall be paid expenses to the Natl' Convention and the all Craft APWU retirees Department conference.
- 5) Art.13 Sec.14 - Make the retire director part of National Executive Board.

The only Resolution to pass was Article 11 section 12.

The Retiree Department is committed to continue to fight to protect your benefits and annuities in the day to come.

**THE STRUGGLE CONTINUES.
FIGHT FOR JUSTICE.**

Yours in Solidarity

Leonard E. Thomas

Leonard E. Thomas

Tour Three Trustee . . .

“Democracy In Action”



By **Rick Farrell**

I recently had the pleasure of attending my first A.P.W.U. Biennial National Convention in Orlando, Florida. Several other of our fine stewards and officers who attended will be writing about the more technical aspects of the convention so I thought I would write about how the convention excited and motivated me. It is exhilarating to be able to be a part of Democracy in action! Reading the proposed resolutions and being able to cast ones vote either for or against was the ultimate exercise in Democracy.

There were union brothers and sisters attending from every state in our union including Hawaii as well as representatives from Puerto Rico, St. Thomas, VI., and Guam. The excitement in the main hall was contagious. Everyone had the opportunity to be heard by stepping up to a microphone to provide

their input or opinion either for or against a proposal resolution.

Our convention was a great opportunity to see and hear the leaders of our union including President Dimondstein, and several others.

One of the most exciting moments of the convention for me was hearing some of our guest speakers who attended. One of my current personal heroes was Dr. Mona Hanna-Attisha the Assistant Professor, Pediatrics and Human Development, Michigan State University. For those of you who are unfamiliar with the Flint water crisis, Dr. Hanna-Attisha fought the state of Michigan for about three years until the state finally relented and admitted that the data of Dr. Hanna-Attisha was correct and that the children of Flint were being poisoned by lead in the water Flint due to the state not treating the water with anti-corrosion controls after switching the water source from the great lakes to the Flint river. During the convention our members and leaders collected an amazing \$12,633.27 to contribute to the affected people of Flint. Also collected was \$4,684.00 for recent flood victims.

Another excellent and motivating speaker was former Ohio State Senator Nina Turner. She was fun, exciting, motivating and

a real pleasure to hear. Mrs. Turner recently was a spokesperson for the Bernie Sanders for President campaign and she could be seen regularly on CNN and MSNBC and she is quite an orator.

We were fortunate to be able to hear Richard Trumka President of the AFL-CIO speak to us. Mr. Trumka was a powerful speaker and a powerful advocate for organized labor in this country.

The real show stopper of a speaker was television host Ed Shultz who gave a rousing speech against the proposal Trans-Pacific-

Partnership (TPP). Mr. Shultz drove the members of the convention into a Stop the TPP frenzy and was such a powerhouse that I thought he was going to have a stroke! Glad he didn't.

Overall the convention was an excellent learning experience and an opportunity to not only be a part of the Democratic process of our union but also to see how the process actually works for us all.

Yours in Solidarity,

Rick Farrell

Rick Farrell

Avoiding Double Dues When new members Join APWU

following these few, simple steps:

- All 1187 forms sent to APWU for processing should be marked if the member needs to have another union dues cancelled in order to avoid double dues.
- Utilize the updated 1187 form which provides a field to indicate a union transfer.
- If the updated form is not available, please write, "Cancel NALC First" or "Cancel NPMHU First" in large print on the white margin of the form, and make sure the local is clearly identified.
- If NRLCA dues need to be stopped, please hold the form at the local level and contact my office to obtain complete instructions on how to proceed.
- The alternative to this process is for the member to wait until their anniversary date.

The handbook with complete guidelines can be found online:
<http://www.apwu.org/dept/sec-treas/stdueswhenchunion.htm>

Elizabeth Powell
Secretary-Treasurer

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Mark Dimondstein, President

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Vote By Mail

Across the country, an increasing number of states, cities, and counties are saving money while making it easier for their citizens to vote – without waiting in long lines or needlessly mandating voters do so in person. More and more governments are allowing their constituents to vote by mail.

The APWU enthusiastically supports this trend, which will encourage working people to exercise the most fundamental right of every citizen – the right to vote. We believe that voting in every election should be as convenient, fair, and secure as possible.

Many Advantages to Voting By Mail

- It increases voter participation;
- It is a cost efficient method for conducting elections;
- Creating a paper trail, voting by mail can improve the integrity of elections;
- It expands the timeframe within which ballots can be cast and counted;
- Mail balloting eliminates long lines;
- Voting by mail reduces the possibility of polling-place intimidation;
- It removes the obstacles that keep many from voting, such as having to leave work early or arrange daycare;
- There is no confusion about where to vote, and
- Ballots handled by the most trusted federal agency – the U.S. Postal Service



Voting By Mail Works

Twenty-seven states already allow voting by mail through no-excuse absentee voting, and they have found that voting by mail works. Three states (Oregon, Washington, and Colorado) conduct their elections entirely by mail. After adopting all-mail balloting for the 2014 elections, Colorado bucked the national trend of declining voter participation and substantially increased voter turnout. States with all-mail balloting routinely rank among the states with the highest rate of voter participation. When surveyed, 81 percent of Oregonians said they preferred voting by mail to traditional polling-place elections.

In California, seven years after instituting “permanent, no-excuse absentee registration,” which allows voters to choose to receive their ballots by mail, more than 50 percent of ballots cast in 2008 were submitted by mail. Other states have experienced a similar level of acceptance, along with increased participation.

Voting by mail can reduce election-related expenses and provide much needed relief to thinly stretched state and local budgets. A March 2013 special election highlighted the cost-effectiveness of voting by mail to San Diego County officials – they spent \$221 per in-person voter verses \$9 per mail voter. By reducing or eliminating the expenses of operating in-person voting polling places, the Montana Association of Clerks & Records estimates all-mail elections would save Montana taxpayers \$2 million per election cycle.

Studies have shown that adding the option of voting by mail does not give an advantage to any political party. Republicans and Democrats both benefit from comparable increases in participation when voters are given their choice of voting by mail. Support for mail-in balloting cuts across virtually every major demographic group – including age, race, income level, education, employment status, and political affiliation.

One of the most important features of mail-in balloting is the low incidence of fraud compared to other methods. Voting by mail gives election officials the ability to validate every voter’s signature and creates a verifiable paper trail. Increasing complaints about other balloting methods highlight the value of voting by mail.

Voting by mail enhances our democracy, giving American voters a choice that they need and deserve!

Contact the APWU Legislative and Political Department at 202.842.4211 for more information

Someone Else Passed Away

The Union was saddened to learn this week of the death of one of our most valuable members – Someone Else. Someone’s passing created a vacancy that will be difficult to fill. Else had been with us for many years, and for everyone of those years, Else did far more than a normal person’s share of the work. Whenever leadership was mentioned, this wonderful person was looked to for inspiration as well as results. Whenever there was a job to do or a meeting to attend, one name was on everyone’s list: “Let Someone Else do it.”

It was common knowledge that Someone Else would make up the difference, Someone Else was a wonderful person, sometimes

appearing superhuman; but a person can only do so much. Were the truth known, everybody expected too much of Someone Else. Now Someone Else is gone. We wonder what we are going to do.

Someone Else left a wonderful example to follow, but who is going to follow that example? Who is going to do all the things that Someone Else Did?

Now if you have a chance to participate in a rally contact a Congressional representative, or help to document a grievance at the workplace, remember: we can’t depend on Someone Else anymore.

-a PPA reprint-