

MICHIGAN MESSENGER



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This Edition of the Michigan Messenger is dedicated to the memory of former National Business Agent Jerome (Jerry) Martin. Jerry passed away on December 9th, 2004. He was 63 years old. The below article was included in the Auto City Flint Facts in their December 2004 edition. It includes excerpts from Jerry's Obituary and some personal observations.

Jerome L. (Jerry) Martin was a man with a strong sense of justice and a desire to make life better for others. As a young man, he came of age during some of America's most turbulent years, adopting many of the 60s' ideals of equality and social reform. He liked to express his strong political ideas through his creative doodles, showing the Democratic Party getting one over on the Republicans.

Born on October 6, 1942 in Alpena, Michigan, an only child, Jerry grew up in Benton Harbor, Michigan. Jerry became involved in Boy Scouts of America at a young age, and excelled. He earned the rank of Eagle Scout, an achievement accomplished by less than five percent of all scouts. The fondest memory of Jerry's childhood was his trip to Philmont, New Mexico, an exclusive Boy Scout Camp specifically for those working toward their Eagle Scout honors. The physical challenges offered there were well-rewarded by the spectacular surrounding and peacefulness of nature.

Jerry graduated from Benton Harbor High School in 1960. He began working right away for the Postal Service as a clerk and almost immediately became involved in the

American Postal Workers Union. Jerry married, and had two sons (Jeff and Bill). He was divorced in 1973.

When Jerry's sons were younger, they used to bowl. Jerry bowled on a league on Wednesday, and Jeff and Bill would go to watch. On Satur-



day's the boys participated in a junior bowling league and Jerry supported them faithfully. They even bowled in some father-son tournaments, winning a few.

While his sons were young, Jerry decided to go back to school while working for the USPS. It was a brave decision. He was first in his family to attempt any form of college education. He attended Lake Michigan Community College and earned

his Associates Degree. In 1971, Jerry transferred to the USPS in Kalamazoo, Michigan, and took his family to Scotts, working at the branch on Miller Road. At this new location, he increased his involvement with the Union, and eventually became the president of the Kalamazoo local. He also went on to the State level, serving as the Executive Secretary. Later on, he was elected as National Business Agent of the clerk craft, serving Michigan and Illinois. In 1983, Jerry moved to Chicago to serve as NBA. He retired as a Postal clerk in the early 1990s, but continued to work for the Union until October 2004, when his failing health forced him to retire.

Jerry loved sports and was a huge Michigan State Spartan fan. He liked Michigan and Illinois pro-sports teams and loved auto racing, especially drag racing. Two of Jerry's underdog favorites were the Chicago Bears and the Detroit Tigers.

Jerry enjoyed the camaraderie of the Union and attended many area and District Meetings, Conventions, and activities and outings. Jerry taught classes at some of the Conventions and District meetings, passing on his great wealth of Union knowledge. He will be missed by this great many Union friends and family.



President's Report

Gary VanHoogstraten
President

The month of December I was fortunate enough to be on the road a lot. In many of the Post Offices I visited, the latest piece of equipment, in my opinion is a way to reduce the workforce. Last February, the USPS began deploying these Automated Postal Centers (APC's) throughout the country. They say that these machines are a way to reduce lines at the windows and provide customers alternate ways to send mail. We will have to wait and see on this; however, if your work hours are ever reduced, make sure you file a grievance, I am not sure how all of you feel, but for an example when I get on the phone and it tells me to press 1 for this or press 2 for that, well excuse me, I would like to be able to talk to a person. It is almost as bad as getting a phone call and then they play some message to you. Just give me a person to talk to. That's how I feel about these APC machines. There wouldn't be lines if they staffed the windows properly. We just finished the Christmas mailing season and how many offices can tell me that they increased the staffing, or are they relying on these machines to assist and reduce the lines.

In some other conversations I have had with some window clerks, I was told of the numerous complaints they are receiving from customers when they go to a "contract station" to receive services. The customers stated that the people waiting on them treated them very rudely. Our clerks must endure and pass an extensive training program as to how to serve the customers and to provide the best and correct ways to send the mail entrusted to them. It is hard for me to believe that these wannabe's at these other places are even close to being as capable as the clerks are; however, management believes the costs savings are there, but it goes to show you that cost savings outweigh service once again.

As for service in the offices, I am being told that they are seeing their supervisor or manager out in the lobby on a constant basis, answering questions, helping customers, etc. These actions are part of the Lobby Director program and the guidelines for this program are exclusive functions of the clerk craft. I know of at least one office that have some displaced Postmaster out there and they are performing these duties. I have mentioned this to him and all he did was laugh. I spoke with a clerk in this office and sug-

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Secretary's Writings

Harold Juhl
Executive Secretary

The New Year has rung in. I hope everyone had a great Christmas and a Happy New Years. With the New Year comes new (and old) problems which the APWU will have to deal with. The struggle will continue with representing our members and pursuing Grievances caused by managements neglect of the National Agreement. Employees in the AO's need to remember that you only have 14 days to file a grievance from the date of incident. Another friendly reminder is to request representation if you are ever approached by Postal Inspectors. They are NOT your friends, and if they want to speak with you it is because they think you did something wrong or they want to ask you about someone else who they may be after. Never write anything or sign anything, without having representation present. The APWU is there for your protection use us.

The year also brings training for the stewards and officers of the Michigan Postal Workers Union. There is a District Meeting coming in March in Southfield, the State Educational Convention will be in June in Kalamazoo. The three Craft Conferences will be in August in Las Vegas. Watch the Michigan Messenger and the MPWU web site for more details on these upcoming events.

For the Officers of the MPWU, if you need anything (envelopes, paper, etc;) don't hesitate to contact me. My e-mail is on the MPWU web site and my phone numbers are also on the mailing list. I will be at the District Meeting in Southfield and can bring supplies if anyone needs anything.

I would like to extend my deepest sympathies to the family of Jerry Martin, who recently passed away. Jerry was a dedicated Union man and will be greatly missed.

In closing, I would like to remind all of the MPWU Officers that there are still non-members in those AO's which we represent and we need to be talking with them to get them to join the rest of the brothers and sisters of this great Union.

In Solidarity,

Harold



The Long and Short of It

Michael A. Long
Editor

Happy New Year! While we made it through another year, we lost some people along the way. I would like to extend my heartfelt sorrow to Jerry Martin's family on his passing. Jerry was one of the first people I met (outside my own local) when I first started attending training and events. He was always a wealth of knowledge, and would bestow it frankly and honestly when you needed it. With the legacy he left, he will be missed by everyone who knew him and even those who didn't.

Others within Michigan have also lost loved ones this year. Please know that thoughts and prayers were with you and your family during your hour of need. With the New Year, comes an opportunity to look on the past, learn and grow, and head into the future with renewed spirit and vigor.

Recently, I was going over my articles from the past and I have noticed that most of them dealt with things coming up in the state. While this article will have a little of that, I have realized that many of you aren't aware of the benefits that are out there for APWU members and Postal Employees. In each of the next few articles, I am going to touch on a few "benefits" that you might be aware of, and then there are maybe some that you aren't. If you know of any that I haven't covered, please write me and let me know. For those that have internet access, there are links to some of these on the MPWU website.

1. Blue Cross and Blue Shield of Michigan subscribers. If you are on that has either Basic or Standard Blue Cross, did you know that you also have Vision Discount plan. There is a rider in the back of the BCBSM brochure that, when used at a participating optometry center (i.e. Lenscrafters, etc.), could save you hundreds of dollars on eyewear. There are also discounts on Prescriptions (that aren't covered), Vitamins, and even Health clubs. If you have Blue Care Network, you already have a full Vision benefit with your card.

2. Lifecare. This is a benefit that was negotiated in the National Agreement. It provides services for pretty much anything you need. If you are going on a trip this

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Legislative Report

Regina Favors
Legislative Director

Happy New Year Brothers and Sisters. Let me say that having just completed my first year as your legislative director, it has truly been a wonderful experience. I have learned a lot and have really enjoyed the learning process while trying to keep you abreast of all that is going on in the political arena. I hope I have not failed you.

Well the elections are finally over and are a done deal. Four more years of....! This was truly a hard fought battle and to me the evil and negativity that surrounded this particular Presidential race was almost unbelievable. While I am sure it comes as no shock that I am less than pleased at the outcome, the voters have spoken, and for the first time in my life, I am wondering how and why the choice became one of morality and/or religious belief. Please correct me if I am wrong.

Now that the New Year is finally here and tumbleweed (Bush) has set his agenda in motion blowing hard, fast furious and aiming right at you, it bears repeated that we are in dangerous times and the struggle before us will be long and hard. To coin President Bush's own saying, we are at war. We must continue to fight for our job security. The Presidential Commission efforts are now back on the table. As some of you already know, congress did not vote on the reform that was written and passed by some of the leaders of the House Government Reform and the Senate Governmental Affairs committees. Because of this, the legislative process begins again with the new congress. This means that the commission's recommendations to cut the postal worker's pay, benefits, and bargaining rights could be back on the table.

We must also join in the fight to help save social security. The AFL-CIO is in the process of establishing some rapid response committees. The goals of these committees will be to have ongoing communications with our legislators and a rapid response to lobby on specific bills. Initially, they have about 14 districts in which to set up these committees. 11 are in House districts and 3 are in Senate districts. I will have more information later, but I hope that we can get some volunteers to serve on these committees to help labors positions on whatever issues needed. Remember, a fight for one of us is a fight for all of us.

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Injury Comp Report

Ron Krumrie
Human Relations/Injury Comp. Dir.



Maintenance Memo

Jane Duggan
Maintenance Director

Learn the Rules

The reason our rights are violated and we do not know what is required of us under the Federal Employees' Compensation Act (FECA) is easy. **We Do Not Know The Rules.** All the information we need to learn the rules is given to us when we fill out a CA-1 or a CA-2.

How many times have we filled out a CA-1 or a CA-2 without completely reading and understanding the complete form? The CA-1 and CA-2 each consist of four pages, basically the same format each containing instructions. Reading and understanding each page is very important.

1. The first page is to be completed by the injured employee or someone acting on the employee's behalf.
2. The second page is to be filled out by Mgmt when they receive it.
3. The third page is instructions for both the employee and Mgmt for completing these forms.
4. The fourth page lists our disability benefits under FECA, the privacy act and a receipt of notice of either injury (CA-1) or occupational disease or illness (CA-2).

How many times have we filled a CA-1 or a CA-2 and not received a complete copy (All four pages) back from Mgmt? It is your right under law to receive complete copies of all forms. If Mgmt is not providing you with copies then you should contact your local union official, and your congressional representative.

Mgmt will continue to violate our rights under FECA unless we do a better job at **Learning the Rules.**

Keeping Good Records

Along with learning the rules we need to maintain good records. We should get a file started as soon as possible after we are injured. If you already have been injured and you don't have a file going with all your copies in one place you really need to.

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Since my last article, I attended the District Meeting in Traverse City. John Clark, clerk craft NBA, was doing a presentation on JCIM, so Troy Rorman and I shortened our maintenance session to a half-day and joined members from the other crafts for JCIM. Troy, our NBA, had a lot of good information and I brought the documents to support the arguments on many of the issues you have sent me over the last year.

JCIM

Currently all stewards, many officers and all supervisors/managers are going through Joint Contract Interpretation Manual (JCIM) training. Our NBAs and a Labor Relations rep for management are doing the classes jointly. Most of our stewards will have attended before this paper reaches you.

What is JCIM? The JCIM is an effort to put in writing all the areas where labor and management have come to an agreement on the Collective Bargaining Agreement (CBA). It is hoped this will reduce the number of grievances and help to settle cases more expeditiously. When the parties first discuss a case, they have to see if the matter is referred to in the JCIM and then apply that agreement to the case at hand. For those of us who have served as officers and stewards for many years, we know this will not be a magic wand. Local management in many areas insists on fighting the same battles over and over again even ones the union wins every time. That probably will not change entirely but hopefully in some cases/places we will be able to settle at the lowest possible level.

Article 38 Highlights in the JCIM

The manual addresses a number of basic areas of Article 38 such as seniority, postings, PARs, PERs, open season, updates, training and 204Bs. It includes in its entirety several documents such as "Order For Filling Vacant Maintenance Positions", "Eligibility Criteria For Return To The Maintenance Craft" and the Article 38 Q & A on MSS/Promotions. This is important since often local management reps will claim they have never seen these documents that were signed off at the national level.

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Area 3 Report

Richard Blake
Area 3 Director



Retiree Involvement

Al LaBrecque
MPWU Retiree's Chapter Dir.

Areas 1, 2, & 3 District Meeting will be held on March 11 and 12 at the Westin Hotel in Southfield. The classes will include JCIM Training, Advanced Steward Training, RI-399, Family and Medical Leave, Maintenance issues, and training for our brothers and sisters from RCI. The hotel, which is a unionized facility, has given us an extremely reasonable room rate of just over \$89.00 including taxes; it's a very nice hotel, with pool, fitness center, covered parking, and excellent security. There's a detailed flyer for the meeting elsewhere in this issue of the *Messenger*, and there's information on the MPWU website as well. We hope to see a big turnout for this meeting - see you there!

"AMSOP" - recently in the Detroit District we've seen most associate offices and city stations change to the "AMSOP" floor plan (I believe the acronym stands for 'AM standard operating procedure'). This floor plan usually involves arranging all of the carriers' cases for a given zone in a big "U" shape, with the clerks and the mail inside the "U". The stated reason for this floor plan is that it will help get the carriers out on the street earlier (damned if I figure out how, though), but there are some serious drawbacks to this plan for clerks. The biggest problem that I see is from the standpoint of protecting our work. By placing the mail and the distribution cases so much closer to the carriers, there will be a lot of instances of carriers pulling all of their own mail since it's so close by, rather than waiting for the clerks to spread it to them. While I realize that spreading mail to carrier cases isn't particularly glamorous or stimulating work, nonetheless it's clerk work, helping to keep thousands of clerks employed. The M-39 Handbook contains quite a bit of good language which we can use to fight this. Some of this language is: "whenever possible, at least 80% of the day's mail should be at the carriers' cases when they report for work", "carriers should not sweep mail upon reporting for work", "the maximum amount of mail possible should be at the carriers' cases when they report for work", etc. There have also been a number of Step 4 settlements concerning this issue, which identify this work as clerk work. In addition to vigilance about the crossing-crafts issue, we need to also be aware of the safety ramifications of this floor plan. What usually happens is that management changes floor plans without

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Jerome L. "Jerry" Martin. Jerry passed from this life all too soon, leaving so many of us saddened and with so many memories of this unique Union Man, Jerry died on December 9th and we said farewell on December 16th. It was a 'gathering of eagles' from Michigan and Illinois to see Jerry to his final resting place. One national officer from APWU Hq., James McCarthy, was in attendance.. Leo Persails and NBA John Clark shared anecdotes about Jerry with the assembly, and the program included many reminders of the Jerry we all knew. Martin was an outspoken supporter of "Retiree Involvement" and our objectives. As it turns out, I was only one of many recipients of Jerry's 10 lb. 'care packages' filled with everything from newspapers, sports articles, arb cases, 'News of the Weird', and his personal comments. I'm going to miss those formerly unwanted piles of information. We agreed on most everything, including the MSU Spartans, except when it came to my "Fightin' Irish".

It's about a 6 hr. jaunt from Spruce, MI to the Kalamazoo area, giving me a lot of time to recall some of my more personal memories. Jerry, whom I'd known since the '60's, as a blonde, crew cut, pink-cheeked, horned-rimmed glasses young man. The (then) Kalamazoo **"FLASH"** helped propel Jerry into the spotlight as somewhat a renegade unionist. I couldn't help but recall a front-page cartoon of Jerry's when, in the '70's, Locals across the country were poised to strike over stalled national contract negotiations. A midnight deadline came and went with an extension between the parties, and finally a tentative contract. A lot of us, while relieved, were not very excited about the outcome. Then the **"FLASH"** comes out with a front-page depiction of the APWU president at the plate, bat in hand, waiting for the pitch, with the caption; "No Strikes, No Balls!". That irreverent statement, to me, was the best cartoon ever printed in a Local publication reflecting the wide-spread sentiments in the field. The Jerry Martin era was on!

There was far more to Jerry than just his staunch Union side. We were reminded of that 'other side' at the service which revealed that Jerry had been an Eagle Scout in his youth. Contributions could be made to Boy Scout Troop #205, or to the Audubon Society. That jogged my mem-

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NBA Report

Lynn Pallas-Barber
Chicago - Clerk Craft "C"

Joint Contract Interpretation Manual Field Training - JCIM

For the months of January and February, I will be in the field participating in JCIM training. The training is a joint effort on the part of the APWU and postal management. As part of my duties, I was assigned the Detroit District and the Great Michigan District. So far, the training is going well and has been well received. Each session becomes finer tuned and tweaked. Participation from the stewards and union officers as well as postmaster and supervisors have helped with that tuning. Questions and answers have been beneficial to both the parties.

Articles 5, 8, 11, & 17 seem to generate the most questions. Postmasters are sometimes not aware that they are not permitted by the contract to take unilateral action just because they are new in a facility. Article 8 brings about questions with 204b overtime and working beyond the 12 and 60 hour rules. Postal management is required to provide the local union with a copy of a PS Form 1723 when an employee is detailed outside the bargaining unit. That requirement is found in each of the craft articles in the contract.

Holiday scheduling continued to pose problems when management fails to follow the proper pecking order. Pecking orders are usually defined in a Local Memorandum of Understanding (LMOU) negotiated through Article 30. If there is no LMOU in a facility, the default pecking order in Article 11 prevails. Steward and alternate steward appointment and certification are the sole responsibility of the union. Management has no discretion in the appointment of stewards. It is important that a local certify a steward in accordance with the provisions of Article 17.2.B when a steward files a grievance that would incorporate more than one section. This section provides for the steward the rights to investigate, present, and adjust a specific grievance.

The purpose of the JCIM is to assist the parities in resolving issues at the lowest possible level. Use of the JCIM is not intended to circumvent the contract or the union. Should management enter into an agreement with an indi-

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January 27, 2005 – *Regarding speculation about the size of the US Postal Service's (USPS) next postal rate increase, which is expected to take effect in calendar year 2006, the Direct Marketing Association (The DMA) this morning released the following statement: * * **

Ever since Postmaster General John E. Potter announced that the US Postal Service would hold current postal rates until calendar year 2006, there has been considerable speculation about the magnitude of those next rate increases. This speculation has been fueled, in part, by requirements associated with the certain long-term liabilities, funding of a related "escrow account" beginning that same year, as well as links between these funding issues and legislative reform of the US Postal Service's 35-year old statutory business model.

With statements from postal officials that, absent legislative relief, the mailing community could expect a double-digit increases, estimates rumored to be as high as 15 percent to 18 percent, on average, spurred discussion and ensuing rumors of the likelihood that the Postal Service would propose phasing the next rate increases over several years in order to avoid stunting the business mailing industry's nascent recovery. Recently, with reports of a better-than-projected first quarter – propelled largely by a rebound in advertising mail volume – the postal rate case rumor mill in Washington has gone into overdrive.

With a reported cushion of \$700 million in unanticipated revenue and USPS plans to continue a highly successful cost-containment program, reports are rampant that the USPS may be able to hold the 2006 rate increase to six percent beginning next January.

However, reports also are flying that this hike could be followed by another relatively modest increase in 2007. This, it is assumed, would provide sufficient additional revenue to meet the approximately \$3 billion escrow funding requirement in 2006 and beyond. However, it is important to emphasize, for now, that as was the case with previous scenarios, this most recent speculation is just that: speculation.

The ultimate outcome is intertwined with postal reform legislative proposals, including the disposition of the existing escrow provision and questions of how quickly the Postal Service and, in turn, postal rate payers will be required to cover long-term, unfunded liabilities. If this most recent speculation is accurate, The DMA would expect the Postal Service to file its postal rate case at the Postal Rate Commission (PRC) within the next two to three months.

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5. When prompted again, enter your PIN number. It is the same number you use for telephone bidding, payroll allotments, etc. Forgot it? See number 15.
6. When prompted, choose option 2.
7. When prompted, choose option 1.
8. When prompted, press 2 to continue
9. When prompted, press 3 to "add" allotment.
10. When prompted, enter routing number: (054001220)
11. When prompted, enter account number from number 1.
12. When prompted, press 1 for checking.
13. When prompted, press dollar amount of biweekly allotment. Press 1 if correct.
14. When prompted, press 1 to process. You will receive a confirmation number and the start date of the allotment. Record these. Press 1 to repeat, 9 to end call.
15. Don't have your pin? Do steps 2-4 above. When prompted for your PIN, pause, then press 2. Your pin will be mailed to you.

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President's Report Continued

gested he look into it. No I wasn't soliciting a grievance I was just policing the contract. This is a right as a Union Representative (State President).

The Areas 1, 2, & 3 District Meeting is now finalized. This edition of the Michigan Messenger contains all the information. Check it out, and I hope to see as many of you there as possible.

Mark Hart, Director of Education, and I have met and are putting the final touches on preparations for the Educational Convention in June. Mark has come aboard with so much enthusiasm and knowledge I know that this year's convention will be a huge success. Letters have been sent out to National officers for authorization and I hope to have some responses by the time this paper goes to press. By the time this goes to press, each Board member and Local President should have an updated mailing list. Please make sure the information we have is current and complete. If not, please let Harold or Mike know so they can update the respective areas.

In closing, with Postal Reform now on the table again, we must all unite and fight to save our jobs and our retirement. Since no action was taken by the end of last year, it is back to the beginning. This situation is alive and we have to get ready for this battle and with direction from our National Union, we will go at this when necessary.

I hope all of you had a safe Holiday Season and just think good thoughts. Summer is on its way.

Until Next Time,



Gary Van Hoogstraten
President
Michigan Postal Workers Union

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Long and Short of It Continued

summer, and want to know the best places to stay, call Lifecare. Want to know the best roads and way to get there, call Lifecare. Do you have babysitting issues, and even Elderly sitting issues, call Lifecare. Lifecare representatives are there 24/7, to help you with pretty much anything you need. If they can't help, more than likely, they can direct you to someone that can.

3. EAP. Employees Assistance Program is a confidential program provided by non-Postal contracted employees who are there for you. If you are having a hard time coping, or need to talk to someone, or feel overwhelmed, give them a call: 1-800-EAP4You

4. Cell Phone Discounts. If you use the following carriers and you are not utilizing the postal discounts, you are losing money. There are agreements with: AT&T Wireless; Cingular Wireless; Nextel Wireless; Sprint PCS Wireless; and Verizon Wireless. These discounts can save you from 10 - 25% (depending on carrier and plan) per month on your phone.

5. College Courses: Being a Postal Employee, you have the opportunity to "expand your horizons" by taking college at reduced costs. Arrangements have been made with: Central Michigan University for Graduate Courses; Ellis College of New York Institute of Technology Courses; and Strayer University.

Upcoming Events

Areas 1, 2, & 3 will be holding their District Meeting on March 11th & 12th, and Southfield Westin is the place. Richard has done an outstanding job of getting a great deal at this hotel. Hope to see you all there.

See the flyer in this edition of the Messenger for more information.

MPWU Educational Convention will be held on June 2nd, 3rd, and 4th at the Kalamazoo Radisson Hotel. This is still in the planning stages, but keep watch in future editions of the Messenger and on the website for more information.

APWU Multi-Craft Conferences were originally scheduled in May 2005. However, due to problems with securing the hotels, it is now looking more like August 2005.

National PPA Convention will be held August 11th - 13th (with a Pre-Convention workshop on August 10th). Editors, please make every effort to attend. You will be surprised how much you will learn. Even if you have attended in the past, make plans to attend. Every time you go, you always learn something more, some way to make your publication look better, read better, and attract your membership.

In closing, I would like to keep reminding you to check the website for upcoming information. The Messenger only comes out bi-monthly. When information comes out between editions, you can find it on the MPWU.com website.

In Union Solidarity,

Mike



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Legislative Update Continued

Let us remember to keep hope alive and to stay strong in the struggle. I welcome any questions and/or comments. I can be reached at (313) 532-9305 or e-mail at: ginafav@aol.com.

Regina

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Injury Comp Report Continued

Get copies of all medical reports, your doctor, contract doctor's, and OWCP doctor's. Any and all office visit, results of x-rays, and laboratory tests.

You should start a log in which you keep a list of all contacts, date of contact, and a brief summary of each entry. This can really come in handy when things get ugly and they probably will if you fail to Learn the Rules.

Goodbye To A Friend

On Thursday, December 9, 2004 the American Postal Workers Union lost a great union man and I lost a very good friend, Jerome L. "Jerry" Martin. Jerry was one of the pioneer's for this great union that we belong to; a true hero. I feel very fortunate to have had the privilege of calling Jerry a friend.

Jerry will be missed but never forgotten.

KNOWLEDGE IS POWER, USE IT, AND SHARE IT!!

In Solidarity,

Ron

(Continued from page 4)
Maintenance Memo Continued

Since the JCIM training is very generic, every maintenance officer and steward will have to spend some time reading the specific Article 38 language and trying to come to a full understanding.

District Meeting in March

The next District Meeting will be in the Detroit area March 11 & 12, 2005. I hope that many maintenance members will be able to attend. Troy Rorman has been invited and this will be a good opportunity for us to discuss our craft specific concerns not only in regard to JCIM but also to all the other issues facing us at this time.

I hope to see you there.

In Solidarity,

Jane

(Continued from page 5)
Area 3 Report Continued

bothering to change the office's emergency evacuation plan, which is an OSHA violation; they also seem to give little attention to the need to maintain properly-marked, adequate aisles, both for egress and for equipment movement. There are OSHA standards for all of these matters; it's essential that we as Unionists step up and insure that our members have safe working conditions.

In Solidarity,

Richard

(Continued from page 5)
Retired Involvement Continued

ory about Jerry's keen observations about hawks and little birds. On his many long trips by car to various Union functions, Martin would point out to his passengers hawks along the highway being chased by little birds protecting their young. And, sure enough, nearly every time I would see a hawk flying over a field there would be several little birds in hot pursuit, and I'd think of Jerry. Now, I will see that hawk and little birds taking on the 'big guy' and remember Jerry with warmth in my heart. I was reminded that Jerry was born in Alpena, MI, about 30 miles from where I live, a far cry from the urban locales where he would make his mark as a Union activist.

Jerry was generous to a fault with his friends. Last year, I received a notice that a gift subscription to "The Prospect," a liberal, thought provoking magazine, had come from Jerry the consummate Democrat. I just received another issue last week. There are many, many other memories of Jerry I could share about his Union dedication to the membership which will probably be covered by others. His entire adult life was dedicated to the postal labor movement, and he was definitely his own man in doing it. That didn't always set well with 'the hierarchy'.

In the end, though, we have to be honest. An NBA more 20 years, Jerry had slipped somewhat in his representation skills and he paid the price in the last election. We knew Jerry wasn't well, but had no idea just how sick the man was. Many of us had hoped Jerry would retire in dignity, perhaps get involved as a retiree in his home Local. Instead, he lost in a closer than expected election, which I knew was hurtful for him as he had expressed to me in a personal,

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(Continued from page 9)
Retired Involvement Continued

handwritten note. Those close to Jerry seem to be in agreement that Jerry's health took a downward turn after Rose Davis-Tippin passed away. No one knew Jerry's condition better than fellow NBA John Clark, who looked after Jerry's needs during his rapid decline in health. We applaud Brother Clark for his compassionate caring as an act of true Brotherhood, demonstrating what a "Union family" is all about.

It was a disappointment that the latest issue of the Jan.-Feb. issue of the American Postal Worker magazine made no mention of Martin's passing, a man who had served his Union faithfully as a Clerk Div. National Business Agent since 1983! I scanned each article carefully, and no mention; not in the Clerk Division column, not in the Central Region Coordinator's column, nowhere in it's pages. Jerry would probably pass the snub off as a back-handed compliment. I don't.

So, when you are riding down some rural highway, watch for that hawk winging across some field or woods and see if there aren't some little birds dive bombing it, and remember Jerry with fondness. I certainly will. Farewell dear Brother and, 'may He lift you up on eagles wings'....

With every ending comes a new beginning. Sister Lynn Pallas-Barber now assumes the NBA position established by Frank Kowal, Jr., held by Jerry for these many years, and the membership can expect continued quality representation in the Michigan tradition.

Another passing of a unionist close to my heart on December 18th, may only be recalled by some retirees, but deserves recognition. **Charles R.**

"Charlie" Morgan retired past president of the Flint Local #271, United Federation of Postal Clerks, died at age 82. Charlie was a mentor to me as a new hire and fledgling Union activist. He presided over the Local during its merger and transformation years leading to the APWU Flint MI Area Local. We also offer our sincere condolences to the family and friends of retired Western MI A.L. Brother, **Orville Glombowski**, who recently passed away. Orv was active in retiree issues in his Local and Retiree Chapter.

Getting Well, and reportedly doing well are MPWU State Retiree Chapter officers; Treasurer **Jerrold "Jerry" Clairmont** and Trustee **Charlie Kolhoff**, both of whom recently successfully underwent serious cardio-vascular surgery. We wish them well in continuing good health!

Old news because I missed the last "M.M." deadline: I still have to comment that the elections are behind us, APWU and Presidential, and with them many of our hopes and expectations. APWU national officers were reelected by a minority of the active membership. Only 28% of the eligible membership bothered to vote! Hardly a mandate for those elected. That anemic vote return goes directly to Local leaderships, or lack thereof. I don't know the Local-by-Local tally, the 'blue book' will tell that story. I only know my home Local voted 85% because they had leadership. The membership has spoken, albeit feebly, and they deserve what they get, good and hard!

A recent APWU News Service Bulletin, and the APWU magazine, featured the Nov. 13th installation of national officers, with a picture of the reelected incumbents in their black tie and tux attire. To me, it clearly demonstrated the gap between the

leadership and the blue collar membership. As an aside, APWU Pres. Burrus was asked at the Retirees Dept. Conference in L.A., if the elected National Retiree Delegates would be invited to the installation of officers again. Burrus replied in the affirmative. What actually happened is that an inquiring Retiree Delegate was informed by an APWU Sec.-Trea. Dept. staffer that; yes, the elected National Retiree Delegates are invited to attend the installation the same as any State or Local presidents are....**at their own expense!**

Wait a minute! Aren't National Retiree Delegates **elected** from their respective Regions, the same as Regional Coordinators, NBA's, etc.? Just demonstrates the low regard the leadership has for the retiree leadership. After all, it couldn't be to save on expenses. Burrus told us at the L.A. Retiree Dept. Conference that the installation "only" cost \$40 grand, and that's not significant in the overall financial picture. And, get this! Following the L.A. National Convention, the five elected National Retiree Delegates were denied their PS Level 5 pay for the 8 days they were required to attend. Only after considerable inquiry and protest from some Retiree Delegates, did the APWU Sec.-Treas. reluctantly concede, paying them for **six days**, and then it took over a month to get it! No respect!

I've contacted APWU Sec.-Treas Terry Stapelton once again regarding his verbal confirmation at the LA Retiree Dept. Conference that the National Executive Board concurred that the omitted Resolution #68, adopted at the 2000 National Convention, is properly a valid part of the APWU Constitution. I've requested a copy of the N.E.B minutes where the subject was addressed and a copy of the 2004 amended APWU

(Continued from page 10)
Retiree Involvement Continued

Constitution & By-Laws three months ago, and still no response, which has been par for the course. Curiously, a draft copy of the Retirees Dept. Conference minutes omits any reference to Stapelton addressing retiree delegates, let alone his confirmation to my question on Res. #68. And, the road goes ever on.....

The Presidential election left me in a definite funk. For those who failed to vote, or for some incomprehensible reason voted for Bush, I don't want to know who you are. Small consolation that Michigan is a **Blue State**. But, again; brace yourselves! The people have spoken and deserve what they get...good and hard!

For postal workers and retirees alike, it's gonna be a rough ride these next 4 years! Call it gloom n' doom if you like, but it's reality, Brothers and Sisters. Expect that a Presidential Commission on postal reform will be reconstituted. Big corporation mailers have already tapped on the White House door to revisit postal "reform". Bush pulled the plug on the reform legislation which came out of the last session of Congress, because he and his corporate "buddies" didn't get what they wanted, which included closing thousands of small post offices. He didn't get what he wanted, and didn't want this legislation to pass with many of the issues we wanted. Remember, he has the House and Senate even more solidly on his side of the ledger.

Another ugly head we can expect to rear up is a Presidential Commission on Entitlements as once co-chaired by the late Patrick Moynihan-D, NY and Alan Simpson-R, WY. That was an assault on Social Security, our federal retirement benefits and COLA's. It's coming back folks, and we're in its crosshairs! Prepare to write and otherwise answer the call to contact our

U.S. legislators for the battles ahead. We retirees should still be contacting our U.S. Senators and Congresspersons on the Windfall Elimination Provision (WEP), Government Pension Offset (GPO) and especially Premium Conversion on pre-taxed earnings for health insurance premiums. We have to keep those issues in front of them despite the hostile political climate and Bush's agenda to destroy Social Security as we know it.

I recently had the privilege of having lunch with about 20 local Democrats and Michigan Senator Carl Levin. Most of the conversation centered around the war in Iraq and our election defeat. I did manage, however, to ask Levin if he expected the above listed previous assaults to be revived by the Bush Administration. His short answer was that we could be certain of it. Like I said; prepare for a rough ride these next 4 years!

With belated wishes for A **Very Happy & Healthy 2005.....**

Be Strong!

Al LaBrecque



*Make your voice
heard on Capitol Hill.
Write your
congressional
representatives!*

(Continued from page 6)
NBA Report Continued

vidual employee based on language in the JCIM, the National Labor Relations Act still requires management to have a union steward present during that agreement meeting. The employee does NOT have any discretion into the presence of the union steward; the steward has the right to be present based on the law.

It remains to be seen as to what effect the JCIM will have in the field. Let's hope that it provides the proper, positive assistance that is intended and the grievance backlog and volume becomes reduced. It is intended to provide the necessary tool to promote discussion and resolution between the parties at the local level.

WOMEN IN THE LABOR MOVEMENT

MOTHER JONES - THE GRANDMOTHER OF ALL AGITATORS

Mary Harris "Mother" Jones was born in Cork, Ireland, on May 1, 1830. Her size and grandmotherly appearance hid her fiery nature. She came from a long line of agitators. As a child, she watched British soldiers march through the streets of Ireland with the heads of Irishmen stuck on their bayonets. Her grandfather was an Irish freedom fighter, who was hanged. Her father and family were forced to flee to America in 1835.

Mary Harris grew up in Toronto, Ontario, where she went to school and graduated at age seventeen. She taught in a convent school in Michigan for eight months and then moved to Chicago, where she worked as a dressmaker. She then moved again to Memphis, Tennessee to teach school. It is in Memphis, in 1861,

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(Continued from page 11)
NBA Report Continued

where she met and married George E. Jones. George was an iron molder who was a member of the Iron Molders' Union.

Mother Jones learned a great deal about unions and about workingmen from her husband. Later in life, when she worked with women, she attempted to pass what she had learned to them. Life was good to Mother Jones until 1867. In that year, when she was only 37 years old, she lost her husband and four small children to a yellow fever epidemic. After this tragedy, she returned to Chicago, where she again worked as a dressmaker.

Once again tragedy plagued Mother Jones and in 1871, she lost everything in the great fire in Chicago. That is when she became involved in the Labor Movement and began attending meetings of the Knights of Labor. The Knights of Labor fulfilled the needs of Mother Jones. She devolved a compassion and fervor, which would assist her in industrial battles over the next 50 years. Wherever there were labor troubles, there was Mother Jones.

When there was a strike, Mother Jones organized and helped workers. She held educational meetings to assist the workers. In 1877, she helped in the Pittsburgh railway strike; during the 1880s she organized and ran educational meetings. In 1898, she helped found the Social Democratic Party; and in 1905 she was present at the founding of the Industrial Workers of the World.

After 1890, she became involved in the struggles of coal miners and became an organizer for the United Mine Workers. She attended her first UMWA convention on January 25, 1901. She came to national attention

in 1912-13 during her participation in the strike of miners in West Virginia. Frequent violence was a result of this strike and Mother Jones would involve the wives and children of the miners to dramatize the situations. Mother Jones was notable for attracting publicity and attention for the cause of workers. Mother Jones went on to play an active role in the 1915 and 1916 strikes of garment workers and streetcar workers in New York, and in the strike of steel workers in Pittsburgh in 1919.

Throughout her life, Mother Jones did whatever she could to educate and assist working people. She truly is an inspiration to working men and women and union members. She lived in an incredible era. She lived during the time when waves of immigrants and displaced farmers dug the nation's coal and forged its steel. She watched unions grow from secret groups of hunted men to the beginnings of what they are today.

Mary Harris Jones died in Silver Spring on November 30, 1930 at the age of 100 years. She was buried in the Union Miners Cemetery at Mount Olive, Illinois in the coal fields of southern Illinois. Her grave is near those of the victims of the Virden IL mine riot of 1889. She truly was an incredible human being and an inspiration to all. Research for this article and more information on Mother Jones can be found at www.kentlawy.edu/ihsmajones.htm.

REMEMBERING JERRY

It truly was an unfortunate loss with the passing of NBA Jerry Martin. Over the years I had a number of opportunities to work with Jerry and he was very dedicated to the membership of the APWU. Jerry certainly was a character and he certainly did things his way. It is unfortunate for

all that he became terminally ill. I had hoped to be able to work with him long after he retired.

For those of you who read Jerry's articles over the years, you know that he always included a recipe or two. This is also for Lucy!

PEPPERED BEEF TENDERLOIN

Prep: 10 min; Bake: 45 min + standing

3 tablespoons coarsely ground pepper
2 tablespoons olive oil
1 tablespoon grated lemon peel
1 teaspoon salt
2 garlic cloves, minced
1 whole beef tenderloin (3 to 4 pounds)

Combine the pepper, oil, lemon peel, salt and garlic; rub over tenderloin. Place on a greased rack in a foil-lined roasting pan.

Bake, uncovered at 400 degrees for 45-65 minutes or until beef reaches desired doneness (for rare, a meat thermometer should read 140 degrees, medium - 160 degrees, well-done - 170 degrees). Cover and let stand for 10 minutes before slicing. Yield: 10-12 servings.

CREAMED ONIONS

Prep: 10 min Cook: 30 min

6 large onions, sliced
1 cup butter
2 tablespoons all-purpose flour
½ teaspoon white pepper
2 cups of milk

In a large skillet or Dutch oven, sauté onions in butter until tender and golden brown (about 25 minutes). Remove with slotted spoon. Add flour, salt and pepper to skillet, stir until smooth. Gradually stir in milk until blended.

Bring to a boil, cook and stir for 2 min-

(Continued from page 12)
NBA Report Continued

utes or until thickened. Reduce heat to medium. Return onions to the pan; heat though. Yield: 8-10 servings.

COPA

In closing, it is still very important to continue to give to COPA. The White House continues to attack us. Mr. Bush has indicated that the pending bills are unacceptable and has recommended modifications. The proposed changes present great challenges to our members and other postal workers. It will take all our resources to continue this battle.

Until next time,

Lynn



With the holidays just concluding, I thought it might be mindful to see how we did in our shopping habits with those stores and products we patronize relative to their Election Cycle political donations, as reported by the Center for Responsive Politics.

WITH US:

- Price Club/Costco donated \$225K, of which 99% went to democrats;
- Rite Aid, \$517K, 60% to democrats;
- Magla Products (Stanley tools, Mr. Clean), \$22K, 100% to democrats;
- Warnaco (undergarments), \$55K, 73% to democrats;
- Martha Stewart Living Omnimedia, \$153K, 99% to democrats;
- Estee Lauder, \$448K, 95% to democrats;
- Guess ? Inc., \$145K, 98% to democrats;
- Calvin Klein, \$78K, 100% to democrats;
- Liz Claiborne, Inc., \$34K, 97% to democrats;
- Levi Straus, \$26K, 97% to democrats;
- Olan Mills, \$175K, 99% to democrats.
- Gallo Winery, \$337K, 95% to democrats;
- Southern Wine & Spirits, \$213K, 73% to democrats;
- Joseph E. Seagrams & Sons (includes beverage business, plus > considerable media interests), \$2M+, 67% democrats.
- Sonic Corporation, \$83K, 98% democrat
- Triarc Companies (Arby's, T.J. Cinnamon's, Pasta Connections), \$112K, 96% Democrats;
- Hyatt Corporation, \$187K, 80% to democrats;

AGAINST US :

- WalMart, \$467K, 97% to republicans;
- K-Mart, \$524K, 86% to republicans;
- Home Depot, \$298K, 89% to republicans;
- Target, \$226K, 70% to republicans;
- Circuit City Stores, \$261K, 95% to republicans;
- 3M Co., \$281K, 87% to republicans;
- Hallmark Cards, \$319K, 92% to republicans;
- Amway, \$391K, 100% republican;
- Kohler Co. (plumbing fixtures), \$283K, 100% republicans;
- B.F. Goodrich (tires), \$215K, 97% to republicans;
- Proctor & Gamble, \$243K, 79% to republicans;
- Coors, \$174K, 92% to republicans; (also Budweiser - sd)
- Brown-Forman Corp. (Southern Comfort, Jack Daniels, Bushmills, Korbel wines - as well as Lemox China, Dansk, Gorham Silver), \$644, 80% to republicans;
- Pilgrim's Pride Corp. (chicken), \$366K, 100% republican;
- Outback Steakhouse, \$641K, 95% republican;
- Tricon Global Restaurants (KFC, Pizza Hut, Taco Bell), \$133K, 87% republican;
- Brinker International (Maggiano's, Brinker Cafe, Chili's, On the Border, Macaroni Grill, CrazyMel's, Corner Baker, EatZis), \$242K, 83% republican;
- Waffle House, \$279K, 100% republican;
- McDonald's Corp., \$197K, 86% republican;
- Darden Restaurants (Red Lobster, Olive Garden, Smokey Bones, Bahama Breeze), \$121K, 89% republican;
- Marriott International, \$323K, 81% to republicans;
- Holiday Inns, \$38K, 71% to republicans.

"Sentiment without action is the ruin of the soul." Edward Abbey

Dan Albritton, President, South Central Iowa Federation of Labor, AFL-CIO

I was saving this column for comment until after the American Election (But I Changed My Mind)

By: Michael G. Hibbard
American Citizen at Large

Reprinted from: IPWU Dispatch—Nov 2004 Edition

You can now rent movies or select movies from your television (now and on-demand), choose the ending you want to watch from a selection of four or five different endings, and be content that you are master of all you see.

You can drive back and forth to work, drive cross country, and even drive to the grocery store listening to any type of music, talk, video, or book on disk, tape, mini, midi, or satellite that you like without ever having to hear even one discouraging word or one opinion different than your own.

You can go to work, to the gym, to the club, or to the bar wearing your headphones silently avoiding anyone or anything that would suggest that you move a little to the left or a little to the right, uproot yourself completely, or even change your mind about anything you might be trying to hold dear to yourself.

That is America. That is what this generation and past generations have fought for, the freedom to do what we want, think what we want, and be whom we want. My family has fought in more than a couple of wars for those rights. I have fought for those rights, in war and in peace.

We have fought for the little man who could not fight for himself. If he and his family were being tortured and killed, we came to their rescue. If they were being downtrodden by an evil regime, we helped topple that regime. We made the wrong things right. We cast down the oppressors with the slash of the mighty American sword. It was Manifest Destiny. It was our Calling. It was our job. The modern world was shaped by the American will.

As countries have been displaced in the worldly scheme of things by vast, global corporations with thousands of gas-fuming, water-polluting, worker-injuring plants and factories in dozen of small, rural countries; America and so many of its people have turned away from anything they see or hear of that is ugly, sad, hurtful, non on their block, or not of their concern.

Our job, it seems is not to cast down the oppressors within corporate America, or corporate world, even though some are accused of and proven to be as bad as the evil we were once called upon to violently crush in the past.

Will America come to the aid of the workers of the world who are not being beaten and killed—by not buying the products produced by these workers before they died? Or will we continue to accept the outrageous falsehood that companies prosper only when the workers are downtrodden and even meager wages and benefits are denied.

How about the part where the workers are actually happy being downtrodden? Sick, but true. How about you?

That reminds me of a slogan I saw on a t-shirt once. It read: "Artists Make Terrible Slaves"

P.S. So Do Postal Workers

My Union

What kind of Union would my Union be
If all the members were like me?

You can thoughtfully ask yourself that
question.

If not, perhaps it's a swell question.
You can sit by, find fault with the officers,
censure and gripe,

Or you can be the one who is always on
call

Both ready and willing to carry the ball.
To you fellow members, you soon will
be known

As a true loyal worker, or else as a
drone.

You can pass on new members, or you
can refuse.

You can stand on the sidelines, or jump
in and play

Attend every meeting, or just stay away.
You can visit their homes when mem-
bers are ill,

Or leave all calling to Joe and Jill.

Whatever your talents, some job you can
do,

So say to yourself as the past review,
What kind of Union would my union be
If all members were like me.

Author Unknown

Photo from Saginaw. On Tuesday, 1/25, the Harlem Globetrotters all got passports at the Saginaw PO. Pictured with one of them is 486-487 V.P. Deborah McClorey and Lori Vandenboom.



Thanks to Leslie Campbell for the Photo

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The opinions expressed in this publication are not necessarily those of the Editor, the MPWU, or anyone in particular. Any correspondence to the Editor may be sent to: Michael Long, Editor, PO Box 280, Sheridan, MI 48884-0280; fax to: 419-781-7160; or e-Mail to: MPWUEditor@yahoo.com.

Your articles are welcome! They must be signed to be printed, but your name will be withheld upon request. Articles sent via electronic media will be treated as being signed. Be aware that articles may be edited to fit the confines of this publication.

In addition, this paper is designed with everyone in mind, please be aware that all mistakes are intentional for the express purpose of keeping those happy that are most happy when finding errors in others.



Upcoming Events to Plan For:

March 11 - 12, 2005 - Area 1/2/3 District Meeting, Detroit, MI

June 2-5, 2005 - MPWU Educational Convention, Radisson Hotel, Kalamazoo

August 10 - 13, 2005 - National APWU Postal Press Convention, Reno, NV

August 2005 - National Multi-Craft Conferences, Las Vegas, NV

April/May 2006 - MPWU Biennial Convention, Detroit, MI



Areas 1, 2, & 3 District Meeting

When: March 11 - 12, 2005

Where: Southfield Westin (A union hotel)
1500 Town Center
Southfield, MI (248) 827-4000

Costs:

- Rooms: \$89.27 (tax included / night)
- Parking: Complementary
- Registration: \$50.00
- Extra Ticket for Sat. Night: \$25.00

Hotel Registration needs to be made by February 18, 2005 to guarantee the negotiated room rate. Please note: There is an Early Departure Fee for this hotel. (In the event that a guest who has reserved a room and checks out prior to the guest's reserved checkout date, an early departure fee of \$30.00 will be charged to the guest's individual account)

Classes to include: FMLA, JCIM, Advanced Steward Training, RI-399, Maintenance Issues, and RCI Steward Training

Tentative Agenda:

Friday: March 11, 2005

- 8:00 a.m.—5: p.m.—Registration
- Noon - 2: p.m. (General/Open Session)
- 2:15 p.m. - 5:00 p.m. (RI-399 & FMLA)

Saturday: March 12, 2005

- 8:00 a.m.—1:30 p.m. - Registration
- 9:30 a.m. - 5:00 p.m.—Maintenance Issues
- 9:30 a.m. - 5:00 p.m.—RCI Steward Training
- 9:30 a.m. - 12:30 p.m.—JCIM Training
- 1:30 p.m. - 5:00 p.m. - Advanced Steward
- 7: 00 p.m.—??? - Dinner

NOTE: For those wondering what RCI is, those stewards who represent our transportation members who were Organized outside the Postal Service.

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