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by Gary
VanHoogstraten,
President

PRESIDENT'S REPORT

Hope Is In The Air

At the time of this writing, it is the first week of January 2009. While there is hope in the air, with the election of and the very near inauguration of President Obama, there are a couple of issues to address with you from my perspective. The first one being, the bailout of the "Big Three" (3).

This is something that did not happen overnight. I believe the economy is in such a weakened state right now that adding another possible loss of 1 million jobs is just something it cannot sustain at the moment. President Elect Obama said the industry should not be allowed to collapse. Doing so would lead to a devastating ripple effect throughout our economy.

The efforts in Congress squashed, and the automakers depended on lame duck President Bush to act on it. Lawmakers prompted immediate calls to the President to tap into the \$700 billion Wall Street Bailout. The Bush Administration repeatedly said the Wall Street Bailout funds should not be used for emergency aid to the automakers because it was designed to restore stability to the financial sector.

On December 19, President Bush made an announcement that \$17.4 Billion would be taken from the bank bailout fund. There are some terms and conditions that must be met. One of the terms is that the automakers will be asked to rework contracts to make wages and work rules comparable to those non-union plants in the US. It is my belief that the workers who are retired will lose some medical benefits. These are the union brothers and sisters that got us to where we are today. Now they want to take these away from us. This is uncalled for and BS. If they can take \$700 billion for the financial situation, some of which we know is fraud, they take care of the Union workers and retirees.

The second subject has to deal with a subject close to my heart, and I know of many of you also, and that is of health care for veterans. Many of us remember in the 60's we had the Vietnam War. When our soldiers returned home, many of them were treated poorly, some were even spat on and ignored. Like the war or not, we have the responsibility to take care of our veterans returning from the war we are

in now. We went into this war unprepared and our veterans returning home are paying for this by the lack of medical care. These warriors are treated like nobody. Dr. Frank Lawless, a physician on the Dr. Phil Show, was quoted as saying "there were 6,256 suicides in the year 2005 that were veterans." They interviewed two recently returned veterans on the show I watched on 12/19/08 and both of them said there is so much paperwork and red tape and they are being denied medical services. Sources say there has been \$100 billion set aside for medical care for the veterans. Then why in the hell aren't they able to use

it! There were representatives from the Committee of Veterans Affairs on this program also. One of them said that in his opinion, each returning veteran should be given a credit card for medical purposes only, and they should be able to go to a doctor of their choice.

The state of Illinois is the only state that has taken it upon itself to take care of any veteran that has been diagnosed with PTSD. The State picks up the bill. Maybe it is something the other 49 states should look into also. There has been some talk that when we have our Presidents' Conference in March in Washington, we meet with our rep-

resentatives. This should be one of the subjects you discuss with them. I, being a veteran, take offense to the way our veterans are treated. I can also say that I am proud of the Michigan Postal Workers Union and its' members for having the only Veterans Director on our Executive Board. Brother Smeekens is one of the most knowledgeable people and I am glad you elected him to that position. I suggest that any of our members, family members that are having problems with veterans issues, to contact John. I am sure he will be there to advise you in any way he can.

Until next time.



by Michael
A. Long,
Editor

Editor's Report

The Long And Short Of It

ers. It might be a good idea to change the furnace filter and make sure you have enough firewood handy. We've put towels against doors and window sills. Make sure space heaters are used properly. Finally, check on relatives and neighbors to make sure they are OK and that you'd be willing to help if they have a problem.

New Format. I need feedback. I want to know how you like, or don't like the new format and look of the Michigan Messenger. With the new year, I thought it was time to update and make a change (hopefully for the better). Drop me a line and let me know what you think. I am here to serve you and to keep you informed. I can only do this with the feedback you provide.

Postal Retiree Information. Lately I came across a new site specifically designed for the retired Postal employee. While it is a Postal site, and it is slanted to the company agenda, some of the information may be relevant to you or your loved ones. For those who have a computer, or can go to the library and use theirs, check out: <http://www.keepingposted.org>.

District Meeting. By the time this edition of the Michigan Messenger reaches you, the District Meeting in Saginaw will have just finished. I would like to thank Laura, Joanna, and Mary (Area 4, 5, & 6 Directors respectively), who have

done an outstanding job in making sure the information at this meeting is relevant to the needs of the area and time. The next training is scheduled for June 11 - 13, 2009 in Bay City (the Educational Convention). If you couldn't make this District Meeting, I hope to see you at this training. Remember - Mary Harris Jones (aka Mother Jones) has said: "Educate yourself for the coming conflicts." Look for some photos of this district meeting throughout the publication as well, and as always they are posted on the state's website.

Deaf and Hard of Hearing. Lately I have become more involved in the deaf culture/community where I live. With this new understanding, I guess I had never fully realized just how many deaf and hard of hearing individuals work beside us and are members of this great union. I wanted to take this opportunity to share some information with you. In this edition of *The Messenger*, you will find short informational articles to give you more insight and maybe assist you in knowing a little bit more about another culture as well.

In closing, I look forward to seeing many of you at the upcoming Educational Convention in Bay City.

As always, if I can be of any assistance to you or your organization, please let me know.

Yours in Solidarity.



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by John Marcotte, Legislative Director

Legislative's Report

"Dwindling Middle Class"

Inauguration Day has come and gone and in all likelihood Presidents Day as well by the time you read this article. I am writing to you in early January and I hope to give you something to think about during the long stretch between federal holidays we are now in. In our position as unionized workers and members of the dwindling middle class the importance of a new Secretary of Labor and a President who will support the interests of the working class cannot be overstated. The Presidents administration sets the policy of the executive branch of our government. The law may protect labor in theory but if a President wishes not to enforce these laws it is as if they didn't exist. The Department of Labor is charged with the protection of the worker. However, under the last Secretary of Labor, this departments vast resources have been used to make organizing and operating unions more complex, expensive and exploded the amount of paperwork required of local unions. Meanwhile they stood idly by while workers were fired for only trying to collectively bargain, choosing not to enforce the laws on the books. This was not the intent when this department was created specifically to aid and assist the working man. President Obama promised he would support and aid the working

man and by his choice of Secretary of Labor I cannot doubt this is his intent. This Secretary is an exact opposite of what we have had to deal with the last eight years and I am thrilled with the choice. For an administration to have intent is great but the will to persevere is a much harder thing to obtain.

How would this administration be arm twisted into not being able to push through the needed legislation and enforcement necessary to help the working man and restore the middle class? Very powerful lobbyist funded by large corporations and groups of small business owners is the answer. They have had their way over the last eight years and will not go quietly away. They will try to blame the current economic conditions on organized labor and their supposed overpaid members. If you doubt this I ask you to recall the hearings Congress held on the request the "Big Three" auto company's made for loans to survive the recession. Member after member of Congress grilled these executives for hours on every detail of their operation and kept returning to their overpaid union employees. Not a lack of an energy policy to stabilize gasoline prices. Not the government of Japan subsidizing their automobile companies. Not the attack on wages of the middle class so the average American can not afford a new car. It

always came back to the union workers. Now recall the hearings that were held so the banking industry could receive *direct aid*, not loans from congress. You don't recall these, because there were none. Huge bonuses in millions of dollars were paid to "executives" days prior to federal bailout money rolling in and not a word from these same Congressmen.

It is clear it is not cost of employees that are the problem; it is working class Americans making a living wage that is the problem for these elected officials. Officials bought and paid for by corporate special interest and their lobbyists. If we stand by and do not support this administration with the zeal and loud voice that we did during the election we might not prevail. It is up to us to finish the job by supporting this administration and standing up to the lies and spin that attempts to lay blame for this recession on organized labor. This mess lies firmly at the feet of greedy corporate America and its pursuit of short term profit at any cost, even if it destroyed its' own company in the process. When unions were strong America was strong, when unions declined America declined. We owe it to the next generation of workers to restore labors' voice in our government and together we can do it. In the next issue, the specific bills to support restoring working America.

Yours in solidarity and friendship.



by Jennifer Amos, Human Relations Director

Human Relation's Report

On The Job Injury

If an employee has suffered an on the job injury he/she must provide medical and factual evidence to establish **ALL** five basic elements:

1. The claim was filed within the time limits set by the FECA;
2. The injured or deceased person was an employee within the meaning of the FECA;
3. Contract employees, volunteers, and loaned employees are covered under some circumstances. Federal employees who are neither citizens nor residents of the United States or Canada are covered subject to certain special provisions governing their pay rates and computation of compensation payments.

a claim is not filed within three years, compensation may still be paid if written notice of injury was given within 30 days, or the employer had actual knowledge of the injury within 30 days after it occurred.

2. The injured or deceased person was an employee within the meaning of the FECA:

The FECA covers all civilian Federal employees as described in question A-

3. The employee actually developed a medical condition (or damaged a prosthesis) in a particular way; fact of injury.

It must be shown that the employee actually sustained an injury or illness. Two factors are involved:

(a) Did an incident occur at the time and place and in the manner claimed? This is determined on the basis of factual evidence, including statements from the employee, the supervisor, and any witnesses. An injury need not be witnessed to be compensable.

(b) Is a medical condition present which may be related to the incident? This is determined on the basis of the attending physician's statement.

4. The employee was in the performance of duty when the event(s) leading to the claim occurred;

Usually, the injury or illness must occur on the employer's premises during working hours while the employee is

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The Michigan Postal Workers Union proudly represents the Members at Large within the Great State of Michigan. The following locals have also affiliated with the MPWU for training, education and information sharing between their members, stewards and officers of their own local and others throughout the state and nation:

Alpena	Fenton	Ludington	Saint Ignace
Battle Creek	Flint	Muskegon	Southwest MI
Central MI	480-481	Petoskey	Stevensville
Charlotte	498-499	Pontiac	Traverse City
Cheboygan	Gaylord	Roger City	Troy Local
Detroit District	Hillsdale	Saginaw	Western MI
Farmington	Jackson	Sault Ste Marie	

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The opinions expressed in this publication are those of the writer and not necessarily those of the Editor, the MPWU, the APWU or the Postal Press. Any and all correspondence to the Editor may be sent to: Michael Long, Editor, PO Box 280, Sheridan, MI 48884-0280; fax to: 616-776-1536; 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.

Lastly, 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.



Clerk Craft's Report

Interesting Information



by Richard
Blake
Clerk Craft
Director

Interesting information on “postalreporter.com” — there were a couple of articles recently posted on the website “postalreporter.com” which provide some pretty disturbing examples of how the Postal Service has been transformed over the past 2 decades. One article was titled “USPS Workforce Size and Employment Categories, 1987-2007”. The article drew on data provided by the Congressional Research Service, which illustrates some of the alarming trends in the composition of the USPS workforce (especially if you’re a clerk!). Among the statistics:

- The 3 employee categories showing the largest percentage increases over the past 20 years are all non-career employees: non-career rural substitutes, such as RCA’s and RCR’s (increased by 102%), casuals (increased by 129%), and non-bargaining temporary employees (increased by 318%). There was a net increase of over 52,000 non-career jobs during this period;

- Of all large career employee groups, the one showing the largest percentage decline over the past 20 years is, you guessed it, clerks (decreased by 31.9%, with a net loss of over 92,000 jobs - far greater than all the other job losses combined);

- The largest increase of any career employee group was among rural carriers, with an 84% increase;

- The second-largest increase in any employee group was headquarters employees, with a 36% increase;

- The number of city letter carriers has only decreased by 3.3% over the past 20 years; and

- In 1987, there were approximately 70,000 more clerks than city letter carriers, but by 2007 there were approximately 20,000 more city letter carriers than clerks.

As if these numbers weren’t disturbing enough on their own, looking at certain employee *ratios* gives an amazing picture of the “transformation” of the USPS over this 20 year period:

- Ratio of supervisors to clerks: in 1987, there was 1 supervisor for every 6.8 clerks, while by 2007 there was 1 supervisor for every 6.3 clerks

- Ratio of postmasters to clerks: in 1987, there was 1 postmaster for every 10.7 clerks, while by 2007 there was 1 postmaster for every 8.0 clerks

- Ratio of career employees to non-career employees: in 1987, there were 15 career employees for every 1 non-career employee, while by 2007 there were only 6.7 career employees for every non-career employee

- Ratio of non-bargaining employees to clerks: in 1987, there was 1 non-bargaining employee for every 3.1 clerks (as if that wasn’t top-heavy enough!), but by 2007 there was 1 non-bargaining employee for every 2.6 clerks.

- My personal favorite, the ratio of headquarters employees to clerks: in 1987 there

was 1 headquarters employee for every 141 clerks, but by 2007 there was 1 headquarters employee for every 71 clerks!

I often cite these statistics when I’m subjected to whining from management personnel about how “they’re cutting our jobs, too, you know”; it’s pretty hard to sell us that argument when we realize that the *ratio* of bosses to clerks has increased across the board in every statistical category.

Another amazing article on postalreporter.com was titled “Fiscal Year 2008 Executive Officer Compensation”. Only one of the top 5 USPS Executive officers made less than \$330,000 (that was Chief Financial Officer Glen Walker, who had to struggle along on a mere \$280,000); Postmaster General Potter knocked down a cool \$857,459.

More rounds of excessing — we’ve been pounded by one impact statement

after another in southeastern Michigan, and now we’re seeing the postal service planning to excess clerks up to 400 miles. At least in the Detroit District, this is a totally predictable result of management’s knee-jerk policy of reverting every single clerk or maintenance job which becomes vacant, with no exceptions. It’s management’s deliberate intention that there be no career positions in the immediate geographical area into which a clerk might be excessed, other than letter carrier positions (of course, excessing clerks into letter carrier positions wasn’t even possible until we were all “upgraded” one level in 2008). This makes our vigilance about these reversions all the more critical; we simply cannot be careless about these reversions, when it could mean that one of our brothers or sisters is “excessed” 400 miles away (which usually means that the person’s postal career is over; try selling

your house with only a couple weeks’ notice in this economy). It’s virtually a matter of life and death that we go over every reversion with a fine-tooth comb. Was the Local President offered an “opportunity for input” (sure, it’s a sham, but it’s also a contractual requirement) in a timely manner? Was the reversion action taken within 28 days of the job becoming vacant? Was a notice of the reversion posted within 28 days, and did that notice contain a legitimate reason for the reversion? We won’t win every reversion grievance that we file; we probably won’t even win the majority of them, but that cannot deter us from filing these grievances anyway. Every single job that we manage to hold onto could potentially save the career of one of our brothers or sisters, and we shouldn’t need any more motivation than that!

In Solidarity.



by John
Smeekens,
Veterans
Director

HAND SALUTE

The Defense Authorization Act of 2009 has been signed into law by President Bush. Although by the time you read this, he will no longer be our president, and we will have a new Commander-in-Chief, President Barack Obama. Thanks to recent changes in federal law, Veterans and active duty military not in uniform can render the military style hand-salute during the playing of the national anthem. Traditionally, members of the nations Veterans service organizations have rendered the hand-salute during the national anthem and at events involving the national flag while wearing their organization’s official headgear. The recent change, authorizing hand-salutes during the national anthem by Veterans and out of uniform military personnel, was included in the 2009 Defense Authorization Act. There are a few Veterans organizations who do not agree with this rendering, as they believe that some people will think that the salute is the normal thing to do, while some others will attempt to pass themselves off as Veterans. What do you think?

NEW PLATE

PA 562 of 2006 (HB 6137 of the 2005-2006 Legislative session), has authorized a new license plate for the State of Michigan. The “Support Our Troops” plate allows the Secretary of State to offer a new fund raising license plate for Michigan vehicle owners. The flagship program of the “Support Our Troops” organization is the issuance of state-issued “Support Our Troops” license plates. So far 26 states have signed on to the program. Monies raised from the sale of these plates are used to assist troops overseas and their

Veteran's Report

Hand Salute Approved

families stateside when the need arises. Information on the plate can be found at the Secretary of States website at <http://services1.sos.state.mi.us/plates/>. The plate shows an American Flag on the left side with the silhouette of a soldier with a shouldered weapon looking at the silhouette of a young child looking back at the soldier. Information about the organization “Support Our Troops” program can be found at their website at <http://www.supportourtroops.org/>. I’ve been told that, \$25.00 dollars of the \$35.00 dollar plate fee, is being donated to the “Support Our Troops” organization.

LANDMARK VICTORY

Okay, its time for you to reach out to family, friends, neighbors, or retirees, who were Veterans with a surviving spouse. A recent federal court ruling may restore an estimated \$30 million dollars in death benefits wrongly withheld from the surviving spouses of *disabled military retirees*. The decision was handed down by the U. S. Court of Federal Claims, ordered by the Department of Defense to refund military retiree Survivor Benefit Plan (SBP) annuities withheld from widowed spouses who also received Veterans Dependency and Indemnity compensation (DIC) from the Department of Veterans Affairs. The court found that the DOD’s dollar-for-dollar deduction of DIC payments from SBP benefits was based on a faulty interpretation of federal law. The court agreed with plaintiff’s arguments that the widows SBP benefits were wrongly withheld by the Department of Defense based on a misinterpretation of federal law. Because of the court’s ruling on the interpretation of federal law, it also established a precedent that should result in the reinstatement of benefits to an entire class of survivors of disabled

veterans. When a military retiree dies, his or her retirement pay stops, potentially leaving the surviving spouse without a substantial income source. SBP is insurance military retirees can purchase from the government so their surviving spouses receive a monthly payment to help make up for the loss of the retirement income. Dependency and Indemnity compensation is a monthly benefit paid to eligible survivors of military personnel who died while on active duty or veterans who die as the result of a service-connected cause. For more information or assistance with a claim for survivors benefits, contact your nearest National Service Office, a VSO at your local Veterans Organization, or your County Veterans Representative. For those who fight for it, freedom has a flavor the protected will never know.

OBITUARY

You’re an 18, 19, or 20 year old kid. You’re critically wounded, and dying in the jungle in the Ia Drang Valley, on LZ Xray in South Vietnam. The date is November 14, 1965. Your Infantry Unit is outnumbered 8 to 1, and the enemy fire is so intense, from 100 to 200 yards away, that your own Infantry Commander has ordered the Medi-Vac helicopters to stop coming in. You’re lying there, listening to the enemy machine guns, and you know you’re not getting out. Your family is 1/2 way around the world, 12,000 miles away, and you’re thinking you’ll never see them again. As the world starts to fade in and out, you wonder if this is the day. Then, over the machine gun noise, you faintly hear that familiar whup, whup, whup sound of a helicopter, and you look up to see a Huey, but it doesn’t seem real, because there are no Medi-Vac markings on it. Ed Freeman is coming for you. He’s not

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Maintenance Memo

Facts About The ADA Act

by Gary Kloepfer, Asst. Director A,
Maintenance Division

(The following information was obtained from a variety of websites and represents my reading of the Act. It does not represent the current position of the APWU.)

In 1990, Congress enacted the Americans with Disabilities Act (ADA) to provide a clear and comprehensive national mandate for eliminating discrimination against individuals with disabilities. Upon enactment of the ADA, the United States Supreme Court became constitutionally obligated to interpret and enforce the law in a manner consistent with Congress's directives. But as a result of several prominent Supreme Court decisions in ADA cases, legislators in Congress have become displeased by the manner in which the law has been interpreted. In response, Congress has passed the ADA Amendments Act of 2008 (ADAAA), effectively expanding the scope of the original law.

In expressing its dissatisfaction with the Supreme Court's decisions in ADA cases, Congress found that the Court has "narrowed the broad scope of protection intended to be afforded by the ADA, thus eliminating protection for many individuals whom Congress intended to protect." Moreover, Congress found that the definitions of two seminal legal terms used by the Equal Employment Opportunity Commission (EEOC) were inconsistent with Congressional intent because they expressed too high a standard for individuals seeking protection under the law. Thus, Congress drafted the ADAAA with the goal of correcting the judicial contraction of the ADA's scope, as well as the EEOC's expansion of several of the ADA's minimum applicability thresholds.

In June 2008, the House of Representatives passed a version of the ADAAA (H.R. 3195) by a vote of 402 to 17; the Senate unanimously approved its own,

slightly different version of the ADAAA (S. 3406) on September 11. Six days later, the House approved the Senate's version, and, on September 25th, President George W. Bush signed the bill into law, which will take effect on January 1, 2009. Although the ADA prohibits discrimination on the basis of disability in several different areas, the ADAAA will likely have its greatest impact in the employment context, requiring employers with 15 or more employees covered by the ADA to adjust their policies and procedures to comply with the ADAAA. Some of the new law's significant provisions are described below.

SCOPE OF "DISABILITY" BROADENED

Determining an individual's entitlement to protection under the ADA hinges on whether or not that individual suffers from a "disability," as the term is defined by the ADA. Although other terms and phrases found within the definition of disability have been changed by the ADAAA, the definition of "disability" itself was not. However, what the ADAAA does do is state that "the definition of disability . . . shall be construed in favor of broad coverage of individuals under [the ADA], to the maximum extent permitted by the terms of [the ADA]." This provision was included in the ADAAA to reinstate the broad scope of protection afforded by the ADA that, in the view of the Congress, the Supreme Court has improperly narrowed.

LIST OF "MAJOR LIFE ACTIVITIES" EXPANDED

To qualify as a disability under the ADA, a physical or mental impairment must substantially limit "one or more major life activities" of an individual. In one Supreme Court decision legislatively overruled by the Congress's enactment of the ADAAA, the Court had held that the word "major" in this context "need[s] to

be interpreted strictly to create a demanding standard for qualifying as disabled." In the ADAAA, however, Congress has explicitly rejected this standard as contrary to the broad scope of protection that is available under the ADA.

Moreover, the ADAAA provides an expanded list of "major life activities," which includes, but is not limited to:

- caring for oneself;
- performing manual tasks;
- everyday activities such as breathing, seeing, hearing, speaking, eating, sleeping, and walking;
- standing, lifting, and bending;
- learning, reading, concentrating, thinking, and communicating; and
- working.

The ADAAA also introduces a non-exclusive list of major bodily functions, the operation of which constitute major life activities. The list includes, but is not limited to:

- functions of the immune system;
- normal cell growth; and
- functions involving the digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive systems.

LOOSENING OF "SUBSTANTIALLY LIMITS" REQUIREMENT

While under the ADA a physical or mental impairment must "substantially limit" one or more major life activities, the ADAAA includes several provisions that loosen this requirement. First, the ADAAA rejects the Supreme Court's requirement that the word "substantially" be interpreted strictly to create a demanding standard for individuals seeking to qualify as disabled. Furthermore, the ADAAA rejects the Supreme Court's rule that the word "substantially" be read to mean "prevents or severely restricts." In this regard, the ADAAA significantly reduces the degree of impairment required for protection under the ADA.

Second, the ADAAA provides that an impairment that substantially limits one major life activity need not limit other major life activities to be considered a disability. Third, the ADAAA provides that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when it is active.

Finally, the ADAAA provides that the determination of whether an impairment substantially limits a major life activity shall be made without regard to the ameliorative effects of mitigating measures such as medication, prosthetics, hearing aids, mobility devices, and oxygen therapy equipment. This provision in the new law expressly overrules a case in which the Supreme Court held that determining whether impairment substantially limits a major life activity requires reference to the ameliorative effects of mitigating measures. However, there is an important exception to this rule — one that states that the ameliorative effects of ordinary eyeglasses or contact lenses shall

be considered in determining whether impairment substantially limits a major life activity. The purpose of this exception is to prevent the many individuals who wear either ordinary glasses or contact lenses from making claims of disability on those grounds.

RELAXATION OF "REGARDED AS" REQUIREMENT

The ADA prohibits discrimination against an individual who is "being regarded as" having a disability. Traditionally, an individual claiming that he or she was "regarded as" having a disability had to prove that an employer regarded him or her as being substantially limited in a major life activity. The ADAAA has lifted this burden of proof by providing that an individual may be unlawfully regarded as having a disability "whether or not the impairment limits or is perceived to limit a major life activity." However, the ADAAA provides that transitory and minor impairments which have an actual or expected duration of less than six months are not considered disabilities under the "regarded as" prong of the definition of disability. Additionally, the ADAAA provides that an employer is not required to provide a reasonable accommodation or make reasonable modifications to policies, practices, or procedures for an individual who meets the "regarded as" prong of the definition of disability.

SHIFT OF FOCUS IN ADA CASES

Through the ADAAA, Congress has conveyed its intent that the primary object of attention in cases brought under the ADA should be whether covered entities have complied with their obligations and that the question of whether an individual's impairment qualifies as a disability under the ADA should not demand extensive analysis. Such a shift is significant because the Postal Service has had success in arguing that an employee is not disabled under the ADA and is therefore ineligible for its protection. By reducing the amount of attention that is to be focused on an employee's status as disabled, it is likely that more ADA cases will end up going to trial rather than being resolved summarily without a trial.

There is no denying that the ADAAA has expanded the number of individuals who may be entitled to protection under the ADA. At the very least, the ADAAA has made it easier for employees to state a claim under the ADA. At this time, the ultimate impact of the ADAAA is difficult to determine. Adding to the uncertainty is the fact that the EEOC has yet to promulgate any regulations interpreting the ADAAA's provisions.

Nevertheless, on January 1, 2009, the Postal Service, which is covered by the ADA, will be required to comply with the new law.

Further information will be provided after the EEOC promulgates the new ADAAA regulations.

On The Job Injury

continued from page 2

performing assigned duties or engaging in an activity which is reasonably associated with the employment. Workers who perform assigned duties away from the employer's premises are also covered.

5. The medical condition found resulted from the event(s) leading to the claim.

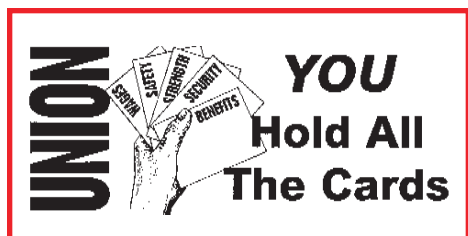
A medical connection between the injury and the condition found must be shown, based entirely on medical evidence

provided by physicians who have examined and treated the employee.

Opinions of the employee, supervisors or witnesses are not always considered, nor is general medical information in published articles. The fact that a condition appears during Federal employment does not establish causal relationship between the two. Likewise, the employee's belief that work factors caused or aggravated the condition does not establish causal relationship.

Where a pre-existing condition involving the same part of the body is present, the physician must provide a medical opinion which states both the effects of the work-related condition and those of the pre-existing condition.

Excerpts from Publication CA-550, Q&A.





by Joe
Wrobel,
Motor Vehicle
Craft Director

Motor Vehicle's Craft Report

Wheels And Wrenches

Across this state management has to take a close look at the positions that we old. One thing that we must do is fill out the paperwork no matter how tedious it may seem. When a position is abolished, management must show that the work is no longer performed. We, on the other hand, must prove that the work is still being done, and one of the best way to show this is through the paperwork that we do daily. The logs that we fill out should be as precise as possible; the work orders should be filled out as complete as we can make them. Truck drivers must fill out their logs for every move, spotters record every move or switch that you make. Auto tech's write down and put your time in for everything that you do on the vehicle that you are working on. The paperwork is essential groundwork for a successful grievance. We have to protect our work in this craft and in the post office. If you see a supervisor performing our work then file a grievance. When a steward or a union official asks for documentation for one of the cases that is being worked on it is not for our benefit that we get this information. We have timelines to meet after discipline has been issued and in all of the cases that have come up recently documentation was need to prove our side and it was almost like pulling teeth to get it from the grievant. These are your grievances at the step one meeting, so you need to help as much as you can so that the stewards can successfully address these grievances in a timely and effective manner. Evidence and documentation that's presented at the step one meeting then become part of the grievance package as the grievance proceeds. When a case goes all the way to arbitration only the evidence in the grievance file can be used at that time. It is of the utmost importance to get all the information and evidence in the package at the lowest possible level. This helps in two ways, first it may help settle the case during the first two steps of the grievance, second it gives your union reps the chance to investigate, document and prove your case with in the time restraints of the contract.

Remember that unless I am invited into you local area I can not help. You have to have your local president ask for my help through the state president.

I would like to talk about organizing and the importance of it at the local, state and national level. One of the hardest things that I ever did was to volunteer to become an organizer for our union. Why did I do it you ask? It is because of the need for a strong voice and strong force that is needed to police the contract and protect our rights in the work place (and I didn't really know any better). Since taking over the organizing chair position many changes have happened. I am sad to report that our membership has gone down; this is because of a couple things beyond our control. Some examples are the early out retirements, attrition, lack of hiring, and

some excessing to other crafts or districts. The most irritating response that I get is that "the steward or officer made an agreement that I didn't like so that is why I got out of the union". I think that is one of the top ten ridiculous excuses that I have heard. First let me say this, it isn't easy making choices that affect the membership. As representatives we have to try to make the proper choices and decisions that are within the guidelines of the contract. The representative from the local (officer or steward) has to work with in the local and national agreements not to mention keep up with the ever changing post office policies and rules. Not all decisions are popular ones and I have yet to see an officer or steward who won't explain why an agreement was made. I believe that we enter into settlements and agreements that are contractually sound, and in the best interest of our membership. Like I said to use this as an excuse is beyond my reasoning. As a member we listen to your concerns and deal with them the best that we can, but as a non-member you have no say in the unions business. Most non-members who have never been in the union will never join unless they get into trouble and then they come asking for help, usually when it is too

late. Those of you who get out every time something does not go the way that you want it are making a big mistake. If I may reiterate, non-members have no say in our union! If non-members want a say in the local negotiations let them join and pay dues the same way that we do. As members we need to quit catering to these employees who get the health plans, the upgrades, the raises and the protection that has been acquired through the negotiations of this union. It always amazes me when a union member calls the office and asks for information for a non-union friend. My first reaction is how can your so-called friend ask you to do such a thing, and second is how can you ask for information on the benefits that you paid for and your so called friend didn't? My union brothers and sisters we need to start treating non-members like the selfish people that they are. Stop catering to the non-members; instead talk to them about joining and becoming a member that gets involved with the union to make things better for all of us. You and I both know that the union is only as strong as its members, it cost money to run the union and the only way that we achieve the goals in which we strive is through the dues we collect from our members. Your local

stewards and officers try to be aware of the contract when making a decision that affects the membership of this local. Sometimes the outcome of a grievance or negotiated decision is not a popular one, but other times like the casual in lieu of grievances most decisions paid off. The sad thing is that a lot of non-members got paid too and it was your dues that paid the stewards, local officers, and business agents to do the work. So let me ask you this don't you agree that it is time that the non-member working next to you or down the isle from you start paying their fair share?

Remember it is not the union that screws you out of your pay, it is not the union that schedules you for work in such an awkward times, it is not the union that hires and fires employees. However it is the union who protects you from unjust behavior and keeps management within the confines of the contract. So if you are a dues paying member be proud of that fact and if you talk to a non-member let them know who got their raises for them and who fights for the employees rights under the contract that we (the APWU) fought for and will continue to fight for. Sign up a non- members today, talk to them about the benefits of a strong union As a member your opinion counts to us.



by Thomas
Lothamer,
Area 7 Director

Use your imagination if you will for a moment and picture Santa as a Postal Employee. To begin, he hires in part time fixing sleighs, shoveling the sidewalks, sorting letters from children. He doesn't make enough to feed his family working as a PTF and so he "farms" himself out to other offices sorting eggs for the Easter Bunny, storing teeth for the Tooth Ferry, and fixing clocks for Father Time.

He spends the next decade or two hustling hours where he can while his cousin Fred Claus goes into 204b management. When Fred started to OIC, Santa warned him that "they eat their own" but Fred went forward anyway. Fred spent the rest of his career sucking up to people he didn't respect, fighting with the Unions about mistakes he has made and eventually being removed from the Postal Service because of a competing OIC wanting the job that he was doing and turning him into the OIG for a forgivable but procedural error.

Santa spends most of his adult life learning the procedures associated with his job description as an AO Clerk, things like scheme, window, dispatch among the other things he has done to keep his head above water in these tough economic times. Santa also learns the Blue Book, ELM, OHS, A,

Area 7's Report

Does Santa Have It This Bad?

and, oh yes, the CONTRACT. You see Santa became a steward after seeing his co-workers and himself get the short end of the stick for many years. Whenever cuts were to be made it was always on the craft and Santa didn't think that was very fair.

Santa continued his Postal career eventually making full time, but a whole decade after his peers in a 200 — man — year office had done. (A man-year is equal to one employee working 2080 hours in a year). Santa developed Carpel Tunnel but did not file a claim because of the hassle that OWCP and the Postal Service put his fellow employees through. Santa has seen this before and knows that the Post Office doesn't want your claim to be approved. He just works through the pain. Health and safety are just a luxury that can no longer be afforded. You are a body and a number, they want to abuse your body and reduce your numbers. Making you abuse your body some more. Budget!

Santa then tries to focus on his customers. Educating and serving them to the best of his ability even though they are being solicited by his Postmaster to do post-age on-line practically making them scabs when they come to drop off their parcels. This is a new age and Santa tries to see the molding of service and knowledge from his abilities and the convenience from

their computers. (Hopefully everyone understands if small offices did close, the drive to your local office would be much longer not to mention the amount of jobs lost). Nonetheless, Santa becomes part of his small community, people know him; Santa shakes the hands of his customers that are Veterans, carries the heavy mail to the car for the little old lady and writes back to all of the boys and girls that send him letters with their requests of gifts on Christmas day. Until the day came that Santa's boss came up to him and told him that there was no money to be spent on "Santa Letters", no stamps for mailing, no time for preparing, no way they could be taken home and done on your own time. You see, our economy is really tough and you should be happy you have a job and there is just nothing left over, not even for the little children. (Our future customers). You know times are bad when Santa gets fired. Did you ever think Santa would have it this bad?

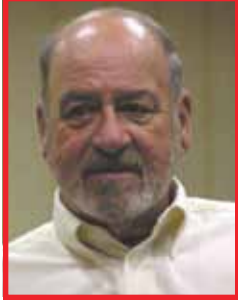
This story, although a piece of fiction, is based on actual events.

Divided we fall...



In unity there is strength!

Retiree's Report



by Al
LaBrecque,
Retiree's Chapter
President

Retirement Involvement

Yes We Can . . . IF We Will! No doubt most readers of this hallowed Union publication were as elated as the LaBrecque household was on Nov. 4th with the overwhelming victory of the 44th President of the United States! People all over the country were scanned on TV with tears of joy rolling down their cheeks. I haven't seen or felt that kind of emotion over a Presidential election since voting in my first for JFK. Sweetening the pot were the gains made in the U.S. House and Senate by the Democratic majority, especially in Michigan where we gained two and the majority in the Congressional delegation. That will have a significant effect with the 2010 Census when the Dems will be in the catbird seat for redistricting. With the declining Michigan population, the census results may well reduce the number of U.S. Representatives the state is entitled to. You may remember that after the 2000 Census, the state lost one U.S. Rep., and the GOP "took out" Dem Rep. Bonior by gerrymandering his district. Now the shoe's on the other foot. My "New Year" started on January 20!

Salvation is at hand! But, wait a minute! One thing about being a septuagenarian is having been around long enough to have been here before. I remember all too well, in the era of political patronage, my unbridled joy when then Senator McNamara nominated the Flint CWA Local president, who was Genesee County (Flint) Dem Party Chairman, as Flint postmaster, and was confirmed by JFK, bouncing the GOP PM, old Charlie Pratt. It didn't take but a nano second to have reality deal me a head slap in my first encounter with Bill Schwartz, and had to deal with him for over 30 years. Every day was a war! I vowed then to never be so blinded by emotion, or high expectations, because someone is supposed to be "on our side".

Labor and working people did well during the Clinton Administration. But there were bitter disappointments there too. Pres. Clinton appointed an "Entitlements

Commission", headed by Senators Patrick Moynihan (D-NY), and Alan Simpson (R-WY). Entitlements are Social Security, Medicare, federal/postal retiree COLA's, and these scary guys portrayed us as being at the \$\$ trough, and had their brutal meat cleavers poised to whack those programs. Thankfully, that Commission died on the vine. Retirees were already balancing the federal budget on our backs with our COLA's being "delayed" the first four months of each year. Now, with our economy in the toilet, the ugly head of "entitlements" is rearing in Congress again. . . our Dem majority Congress! And, don't ever forget that Bill Clinton and his V.P. Al Gore, enthusiastically endorsed NAFTA!

The 2006 federal elections gave our Democratic friends the majority in the U.S. House and Senate. Finally, our primary postal/federal retiree legislation made it past lip-service cosponsors in both Houses. The CSRS Windfall Elimination Provision (WEP), and Government Pension Offset (GPO) . . . and I shouldn't have to explain those long standing retiree legislative issues to anyone who's ever read this column, and the Premium Conversion legislation which would permit retirees to pay their health insurance premiums with pre taxed earnings, made it to the House Ways and Means Committee, Chaired by another "friend"; Charlie Rangle (D-NY). And, there it stayed with Charlie, our friend, sitting on it! Those Bills will be reintroduced in the 111th Congress. We will get a ton of "our friends" cosponsoring those Bills. Rep. Rangle reportedly opined that WEP/GPO and Premium Conversion legislation would be too expensive given the deep, dark pit the Bush Administration put us in. Now, that pit has been dug even deeper. The middle class (we're at the lower end of that) and working people, especially Union represented workers, have powerful enemies on the right side of the aisle in Congress too. All you had to do is watch the TV news debates over the auto industry's bridge loan request, and witness the "southern gentlemen"; Senators Dick Shelby (R-AL) and Bobby Corker (R-TN)

spew their venom opposing the bridge loan preferring that the auto companies go into bankruptcy. Motive? Bring the UAW "blue jean millionaires" wages and benefits down to the low level of foreign auto company workers in their respective right-to-shirk states. Union busting, plain and simple. Bold as a pet pig, Corker had the almighty gall to come to the Detroit auto show and state that he had no regrets over his stance on the auto company bridge loans.

Yes we can . . . ONLY IF we will! We cannot be so enamored with this new administration or Democratic majority in Congress as to take "our friends" for granted. The point of all this is that we have to redouble our efforts with our friends in Congress and the White House. They wanted our support, and got it. We have every right to expect they will support us on our legislative goals, but it is up to us . . . ALL of us, to let them know in no uncertain terms. I know, I know . . . you've read it in these pages and Union publications; Write Your Congress persons & Senators on WEP/GPO and Premium Conversion month-after-month, year-after-year, and we're back to square one. But, did YOU let your Members of Congress know you request their support for our critical legislative goals? Chances are you are in the majority who just "lets George do it". I don't have to tell anyone who hasn't been hiding under a rock that we are in deep, deep economic trouble, trillions in debt (thanks to the Bush Administration), and the excuse that our WEP/GPO and Premium Conversion is too expensive, will make this a real struggle in the 111th Congress, despite our majority of friends in Congress and the White House. Likewise, we cannot fall into the despair of making excuses that there's no way we can expect to win our legislative goals in such an economic climate. Yes we can, IF we think we can! But, it will take a massive effort on our part, hammering our positions home without letup. The Hatch Act restricting postal/federal employee political activity took years to achieve a modified repeal because we never gave up the fight.

For years Unions have incessantly stressed; "Buy American - Buy Union". It was in virtually every Union publication. Yet, you will find Union workers shopping at Wal-Mart, buying foreign cars, ignoring the message. And, now we're really paying a high price. You probably know a UAW retiree like I do who drives a KIA for pete's sake, and then cries crocodile tears that his pension and benefits are in jeopardy. Well, DUH! Maybe, just maybe you need to listen to your Union leadership and help yourself by engaging in the battles ahead. You will be provided all the information you need to contact your Members of Congress in this, and various Union publications. Yes we can . . . IF we will! While I'm at it, there's been some scuttlebutt that the APWU should revive our Legislative Rallies. One of my first exposures to the legislative clout of our Union came in the '60's as a young buck, going to Washington, D.C. to pound the halls of Congress, meeting with our Congress

persons and Senators to drive our point home. I remember walking up the steps of one of the Congressional office buildings and being greeted by a couple of Capitol guards who were applauding us. They said they were glad to see our large numbers crawling all over the place because we had more clout than they had, and whatever we gained in wages or benefits, they would get too as federal employees. It was effective then, and it can be just as effective again. Yes we can . . . IF we will!

Our National Union President isn't a fan of Legislative Rallies as a waste of time and money. I respectfully disagree! It's time we quit making excuses and pull out all the stops and lean on our friends in Washington! I also remember the venerable Pat Nilan, late former APWU Legislative Director, who had a table at the in the D.C. Democratic Club dining room. Every legislator in the room knew Pat and respected the political influence he held in our Union and with the voting membership. I had the privilege of dining with Pat and our dear late Brother, Clyde Hartshorn, at Pat's table and witnessed the respect he commanded. That was during the last legislative rally I recall the APWU sponsored. For retirees in particular, we need to step up our legislative efforts and let our "friends" in Congress and the White House know unequivocally that it's their turn to support US!

Excuse: "I don't know what to tell them". That's the easy part. Tell 'em like it is! This is how I plan to say it: As a CSRS postal retiree who is also Social Security eligible, I highly resent the fact that my meagre S.S. benefit is reduced by a 40% factor due to the Windfall Elimination Provision. I'd tell them that it's ludicrous that active workers are permitted to deduct their health insurance premiums from pre-taxed earnings, while those of us who need it most as retirees cannot. It's unconscionable that my spouse, in the event I predecease her, will have my S.S. benefit reduced by \$2 for every \$3 she receives from my annuity spousal benefit which results in her receiving a great big zero because of the Government Pension Offset (GPO). I don't want a one-time "stimulus package" with a few bucks thrown at me with a pat on the head. Just legislate and support what I have earned after my years of public service that I'm being penalized for in retirement. Repeal the WEP/GPO and permit me to deduct my hefty health insurance premiums from pre-taxed earnings. That's all the stimulus I want! I guarantee it won't disappear into the ether like the 350 billion of the 700 billion Congress handed over to the financial institutions. I guarantee it will go right back into the economy. Furthermore, like many of my fellow retirees, I will be financially able to quit that minimum waged part-time job I took 15 years ago to make ends meet. I really want to retire before I die because I've earned it! Just tell it like it is! I know retired members who are in dire financial straits through no fault of their own and far worse off than I am. It's time Congress makes it right for what they did to us under Ronald

continued on page 8

Hand Salute Approved

continued from page 3

flying a Medi-Vac, but he's one helluva pilot, and it's not his job, but he's flying his Huey down into the machine gun fire, even after the Medi-Vacs were ordered not to come in. He's coming anyway. And he drops in, and sits there in the machine gun fire, as they load 2 or 3 of you on board. Then he flies you up and out through the gunfire, to the nearest Doctors and Nurses. And, he kept coming back, 13 more times, and he took about 30 of you and your buddies out, who would not have gotten out for awhile. Medal of Honor Recipient Ed Freeman died Thursday, August 21, 2008, at the age of 80, in Boise, ID. **MAY GOD REST HIS SOUL.**

TELEPHONE INFORMATION

The Military Order of The Purple Heart Service foundation has come up

with a new telephone information line for Veterans. General information about the following can be obtained by calling **734-728-4440**. For **February** the information will be about *Veterans Exposed To Radiation*; **March** will be dedicated to *Gulf War Veterans*; **April** will be of concern to *Allowances For Dependents*; **May** will be about *Specially Adapted Homes*; and **June** concerns *Automobile Assistance*.

KEEPING YOU POSTED

Still awaiting information on the New VA loan rules, the information on Rural Health Care, and Rural Health Clinics. I did get some information that community based outpatient clinics (CBOC's) will be opening in Bad Axe (2010), Cadillac (2010), Cheboygan (2010), and Grayling (2010). Once I get definite information I will pass it on to you.



by Karen Hodges, MPWU POWER Chairperson

APWU POWER Report

What Is APWU POWER?

March is Women's history month and with that we will be sending out ribbons to the local presidents and these are to be worn the whole month.

JUST WHAT IS APWU POWER?

APWU POWER (Post Office Women for Equal Rights) is the women's committee within the American Postal Workers Union. It unites women, with their special concerns, yet works within the framework of the national APWU organization.

WHEN WAS IT FOUNDED?

POWER was founded in St. Louis, Missouri on April 28, 1979. The APWU National Constitution was amended to include POWER at the American Postal Union's National Convention in Detroit, Michigan in August of 1980.

WHY IS APWU POWER NECESSARY?

In the United States, women make up nearly 50 percent of the workforce. In the Postal Service, they constitute approximately 48 percent of the workforce. The same percentage describes the membership in the American Postal Workers Union. Paralleling the women's movement in our country, the women of the APWU recognized that their involvement and active participation had not kept pace with their membership. In the late 1970's a women's movement in the APWU developed, designed to raise consciousness among the rank and file women of the union. Out of the movement came POWER.

STATEMENT OF PURPOSE

The following is the Statement of Purpose adopted at the founding conference of POWER:

To establish an APWU national Women's committee, to be incorporated within the structure of one of the present APWU national departments.

To establish APWU local and state women's committees.

To establish a viable communications network for APWU women throughout the country to exchange ideas, issues, problems and solutions; and to initiate and support educational programs.

To encourage the involvement and participation of all women in the APWU.

To organize the unorganized workers in our workplace.

To promote affirmative action programs in the APWU; to assist women in achieving leadership roles with the ultimate goal of equalizing participation in leadership positions.

To join and become fully involved in the Coalition of Labor Union Women (CLUW).

To enhance harmony within the realm of the National APWU Executive Board.

To work in cooperation with other groups and individuals where possible and appropriate to promote women's rights and advance the labor movement.

We espouse "a woman's place is in her

union," and will constantly endeavor to make the above quotation a reality.

HOW IS APWU POWER STRUCTURED?

POWER committees exist on four levels — local, state, regional and national. A National Steering Committee consisting of one coordinator from each of the five regions assists in local, state and regional committee operations and communications.

HOW DO I JOIN APWU POWER?

If you are a female member of APWU, you are automatically a member of POWER.

HOW DO WE FORM A LOCAL POWER COMMITTEE?

If you're interested in forming a local POWER committee, first contact your local union president for assistance. Then contact your regional POWER coordinator, who will provide further assistance and material.

WHERE DO APWU POWER

COMMITTEES OBTAIN FUNDS?

Your local may assist your POWER committee, as it does any other APWU committee. In addition, funds can be raised by various means, such as: dinners, bus rides, sales of items, (bumper stickers, buttons, t-shirts, etc.), garage and yard sales and raffles. Ideas on profitable fund-raising activities can be obtained through your POWER coordinator.

HOW DO WE PLAN MEETINGS?

First, set a convenient meeting place, time and date. Remember, many members have family and union responsibilities; make arrangements for child care. Provide a sign-in sheet at the meeting. Let members introduce themselves. Circulate a questionnaire that will elicit insight into members' interests. Plan educational programs that encourage member participation, based on results of the questionnaires. Display POWER posters, literatures and related materials. Invite interesting speakers.

JOIN!

The POWER Steering committee — and all the members of POWER — invite you to

join them in our rewarding and productive action-oriented program. Together we can help improve the working climate not only for APWU member but for all working people.

HOW DO I OBTAIN ADDITIONAL INFORMATION?

To obtain additional information contact the POWER coordinator in your region.

The POWER coordinator for the Central Region is:

Stephanie Berry, Columbus Ohio Area Local 232

Union office 614 472-595

Cell number 614 432-0622

Or you can contact me:

Karen Hodges, MPWU POWER Chairperson

Work 616 776-1542 Tour one (2300-0700)

Cell 616 745-6234

There will be a National POWER Convention sometime this summer; I will have more information at a later date as to when and where it will be held.

In solidarity.

APW-ABA Scholarship Program Honoring Thomas Hartos & Michael Tosches

Application Deadline May 15, 2009

APPLICATION WILL BE RETURNED IF INCOMPLETE

NAME: _____ ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____ TELEPHONE #: () _____ - _____

I will graduate from _____ High School, which is located in _____, in _____ (City - State) (Month - Year)

I will be enrolled for the _____ term of _____ (Year)

In _____. My father, Mother or legal guardian is a member

in good standing in the Accident Benefit Association and the _____

Local APWU. Members internet address is: _____@_____

(Printed Name & Signature of Student)

This will certify that _____ (APWU Members Printed Name)(SSN OR EIN of Member)

Is a member in good standing of the Accident Benefit Association.

Date: _____ Signed: _____ (ABA Local Rep or President)

ALL Applications Must Be Sent To: ABA Scholarship Program, PO Box 120, Rochester, NH 03866-0120 THE BELOW IS FOR ABA USE.

Local name _____ Local Number _____ Date Received: _____ 100% local ___Yes ___No _____ ABA National Director (s)

This application has been reviewed and certified

District Meeting



Opening Session of the District Meeting.



Basic Steward Class.



Article 12/Excessing Class.



NBAs Lynn Pallas-Barber and John Clark teaching Advanced Steward Class.

Non-Profit Org.
U.S. Postage
PAID
Permit No. 188
Sparta, WI 54656



Advanced Stewards Class.

Retirement Involvement

continued from page 6

Reagan in the '80's. You campaigned as our friend. We supported you. Now, we respectfully ask you support us.

Watch for more legislative information in this, your Local and national Union publications. We can give you the tools to do it, but you have to use them. Despite the state of the U.S. economy and federal deficit, there's never been a better time for us to petition our Members of Congress to finally do the right thing for their retired postal/federal retirees. Yes We Can . . . IF We Will . . . unless, of course, you're already independently financially well off. Write On, and . . .

Requiem: President of the APWU of Florida State Retiree Chapter, Valentine "Val" Serpico, passed away on Nov. 18,

2008, at Vita Hospice in Ft. Lauderdale at age 73. Brother Serpico was serving as both Pres. of the Florida State Retiree Chapter, an office he only recently had assumed from his predecessor Jack Gose, and Broward County Local #1201 Retiree Chapter. He was a veteran of the U.S. Armed Forces, and retired from the Ft. Lauderdale USPS Maintenance Div. The MPWU State Retiree Chapter officers and members offer our sincere condolences to Val's Family and friends. We had the pleasure of working with Brother Serpico at several national Retiree's Dept. Conferences. "Eternal rest grant unto him 'O Lord, and let Perpetual Light shine upon him. Amen". (Suncoast Area Local Retiree Chapter Pres., Mario Miceli, has been named as the new State Chapter President).

Be Strong!



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