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PRESIDENT

— Honored —



by
**Michael
Mize**

It is an honor and a privilege to be here again. Let me explain why.

We have just completed the MPWU Constitutional Convention. We had a successful Convention where resolutions were debated, amended and passed to make the MPWU a stronger and better organization. We passed resolutions to try to improve work conditions for all APWU represented employees. We worked together to make the resolu-

tions that will be sent to the National Convention something we can all be proud of.

We passed resolutions that made changes to the MPWU Constitution. Some of these made it possible to fill Board positions that have been vacant and put some Officers back on the Board that were removed several years ago. This will improve the MPWU Board and representation of all the membership. It will improve the representation of the Members at Large, MAL's, which is one of our primary goals.

There was a motion passed that will provide an accident benefit to all the MPWU Members at Large. We have wanted to provide this for some time and the opportunity at the right time finally presented itself. There will be information coming later this summer on the plan specifics. The MPWU Officers must get all the details worked out over the next month or so.

Over the last two years I have had the opportunity to work with the MPWU Officers and they have been and are an amazing group of Union leaders. Some have moved on and are no longer Officers of the MPWU. They will be missed, and I thank them for their years of service to the membership. The gift of your time to assist others is priceless and I pray that you receive as much as you have given.

We had our Elections at the Convention. Many of the same Officers continue to hold their positions and work together for the membership. I know the work that it takes and time they give. I thank them for taking this challenge for another two-year term. Working with you has been awesome and I look forward to the next two years.

During Elections we had some new people step up and become Officers of the MPWU. It is one of the most difficult things to get today, volunteers. I can not express how pleased I am that you have taken on these positions and the challenge. Looking forward to working with you to improve the MPWU and represent the MAL's. The next two years looks very promising for our organization, I am excited and thrilled.

Over the last few years I have taken calls from many Officers, members and managers. I truly enjoy representing the MPWU. This is the best job I have ever had. I am lucky enough or a better word would be blessed, with another two-year term as the MPWU President. I will do my best to continue to improve the MPWU, APWU



Lucy Morton who was honored for her 40 plus years of service to the APWU and MPWU

and the USPS during this time.

Why am I honored? I am honored to work for you and be your representative. I am honored to have worked with you. I am honored to work with you now. I am honored to have another term in this office for this great organization.

I must thank each member of this organization for making this possible! You are the Union!!

Now lets all work together to make the next two years better for us all.

In Unity.



Mike Mize making a motion from the floor.

2018 - 2020 Michigan Postal Workers Union State Officers



New officers being sworn in to office.

HUMAN RELATIONS DIRECTOR . . .



by
Keith
Combs

The Procedure To Follow When Injured At Work

A Traumatic Injury is defined as a wound or other condition of the body that is caused by external force, including stress or strain, identifiable in time and place, and that is the result of an incident that occurred during a single workday.

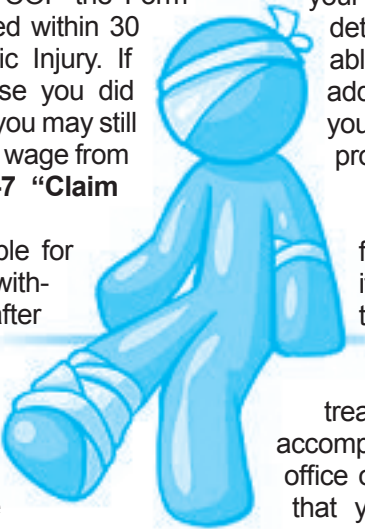
You or someone on your behalf should:

- Promptly notify you supervisor.
- Receive and complete **Form CA-1, "Notice of Traumatic Injury and Claim for COP."** the CA-1 should be filled out completely and accurately and submitted if possible within 2 days of the injury.
- Select Continuation of Pay (COP) unless there is some unusual reason to cause you to use your own leave. COP is defined as an employee's regular pay. It is paid by the USPS, it will be the same as you regular check, and it may be continued for up to 45 calendar days. COP is paid only for traumatic injuries, not for Occupational Illnesses or injuries.

If you have chosen COP on the form CA-1 and you have provided the required medical documentation within

10 days, then the USPS cannot refuse to pay COP unless it is for one of the reasons for termination of COP Found in section 545.51 of the Employee and Labor Relations Manual (ELM) Applies.

- To be eligible for COP the Form CA-1 must be submitted within 30 days of Your Traumatic Injury. If COP is denied because you did not file within 30 Days, you may still claim compensation for wage from OWCP on **Form CA-7 "Claim for Compensation."**
- You are responsible for providing to the USPS within 10 working days after Claiming COP prima facie medical evidence that states that you have been totally disabled as a direct result of your workplace injury. If this is not done the USPS may stop you COP until they receive the medical evidence.
- **Your supervisor should provide Form CA-16, "Authorization for Examination and Treatment," Form CA-17, "Duty Status Report" and CA-20, "Physicians Report."**



An employee is entitled to the initial selection of a physician for treatment of an injury. USPS management may not interfere with your right to choose a treating physician. They may contract your physician by telephone to determine if the physician is able to see you, or to obtain additional information about your duty status or medical progress. (ELM 543).

- Insist that you be fully informed of your FECA rights if you receive any medical treatment including first aid.

If you need emergency treatment, a supervisor may accompany you to the doctor's office or hospital to make certain that you receive prompt treatment.

If it is not a medical emergency, then the USPS may require that you be examined (not treated) by a USPS medical provider prior to your obtaining medical treatment from you physician of choice. However, such required examination must be

performed promptly and must in no way interfere with you right to receive prompt attention from the physician that you have chosen (ELM 543.11).

Remember, if it is not an emergency, a supervisor is **not** authorized to go with you to a medical facility (ELM 543.223).

- Request Form CA-7, "Claim for Compensation," if your treating physician believes that your disability (either total or partial) is going to continue beyond the 45 calendar days of COP. Complete it and submit it to the USPS at least 5 working days prior to the end of you 45 days of COP. Attached to the Form CA-7 is a Form CA-20, Attending Physician Report," which must be completed fully and accurately by your physician.

It is my hope that all APWU and MPWU members as well as USPS Employee's make themselves aware of this information. Safety is all the responsibility of us all, so let's work safe. However, when an injury occurs know your rights because in the long run not knowing your rights can hurt you and your family.

MPWU Constitutional Convention



Committees discussing the numerous resolutions being presented by the locals.



President Mark Dimondstein addresses the convention from Washington DC.



VETERANS' DIRECTOR

Veteran News



by
John P.
Smeekens

MEMORIAL DAY

Memorial Day is the day we set aside, to honor and remember our Veterans' who have made the Ultimate Sacrifice. Please take a moment to bow your head in honored respect for those heroes. They kept this country free, and gave us the ultimate freedom to pursue the lifestyles and choices that we have chosen. Many of those freedoms were earned with Blood, Sweat, and Tears. I know it's the start of summer, and with thoughts of your upcoming vacations, family reunions, graduations, golf, pool parties, cook outs, etc., please try to set aside a minute with your family, with your friends, or by yourself, to bow your head in honored reverence and silence and say a prayer, or whatever you do, for those special Men & Women who made the Ultimate Sacrifice for all of us. Have a great summer! And if you receive this AFTER Memorial Day, still take that minute to think about those who made the Ultimate Sacrifice.

THANK YOU

Recently attended the Michigan Postal Workers Union Constitutional Convention and Election of Officers, held in Traverse City. I would like to say THANK YOU for all the Delegate's support in allowing me to continue as your Veterans' Director for another 2 Years. I would also like to thank the Delegates for allowing me to be placed back on The Executive Board. To Steve Wood, my Veteran Brother, Thanks for your nomination as Veterans' Director and your Amendment to place me back on The Executive Board. The Hotel was GREAT, the Food was GREAT, The Atmosphere was GREAT, but most of all, the Camaraderie with the Delegates and Executive Board was phenomenal. Seeing many of you again is always a PLEASURE.

DOL RULES ON BURN PITS

For the thousands of U.S. military personnel and private contractors whose health was compromised by the dense black smoke of burn pits — and who were then denied proper treatment — they may finally be vindicated by a recent court ruling. A judge under the U.S. Department of Labor's Office for Workers' Compensation Programs decreed that open-air burn pits — where thousands of chemicals were released into the air after trash and other waste were incinerated at American military bases in Iraq and Afghanistan — are connected to lung disease.

The decision marks a victory for the nearly 64,000 active service members and retirees who have put their names

on a **Burn Pit Registry** created by the Veterans Administration, bringing them one step closer to getting adequate medical coverage, something that has never been guaranteed. Go to the VA's web site and check out the Burn Pit Registry. **AND REGISTER IF YOU WERE EXPOSED!!!**

PTSD AND TBI AND OTHERS

Many Brother and Sister Veterans return home and assume that they are all right. And in many cases, they are correct. But what about those Veterans who still have thoughts about a traumatic event that happened while they served? It may not show up for years, or it may be in their thought process as we speak. The VA has a monthly e-mail, that gives those affected Veterans a chance to read up on what benefits and services are available for them through the VA. To Subscribe, Go To; <https://www.ptsd.va.gov/about/subscribe.asp> **Check it out, it could be what you're looking for!!!**

CAREGIVER SUPPORT

VA's Caregiver Support Line assistance is just a quick phone call away. Whether you're in need of immediate assistance or have questions about what services you may be eligible for, the caring licensed social workers who answer the support line can: #1-Provide you with information about assistance available from VA. #2-Help you access services. #3-Connect you with the Caregiver Support Coordinator at a VA Medical Center near you. #4-Jus listen, if that's what you need right now!!! If you're just getting started with the VA, calling the **Caregiver Support Line at 1-855-260-3274** is

a great first step to learn more about the support that is available to you.

UPGRADE THAT DISCHARGE

The VA and The Department of Defense (DOD) have released a new on line tool to help Veterans trying to upgrade less-than-honorable discharges, or as they are sometimes called, "**bad paper**" discharges. The tool provides forms and instructions on the upgrade request process, as well as gives guidance to unfairly discharged Veterans. DOD estimates that tens of thousands of less-than-honorable-discharged Veterans may be eligible for discharge upgrades! Although Veterans cannot submit forms through the website, officials said the goal is to give better direction to navigate the requirements for petitioning "bad paper" upgrades. The online tool is at; <https://www.vets.gov/discharge-upgrade-instructions>

TRAVERSE CITY VA CLINIC

A new and larger Veterans' health clinic that has been in the works for Traverse City for years has finally

been given the thumbs-up. A site for the new clinic has been chosen by the U.S. Department of Veterans Affairs, with construction of the 22,000-square-foot health clinic slated to move forward. The new VA clinic will



be located just south of Chum's Corner, at 701 U.S. 31 S. The VA signed a 20-year lease for the property late March and will now conduct a kickoff meeting with the developer. The clinic is now located at Racquet Club Drive off South Airport Road. The VA clinic now provides health care services for thousands of northern Michigan Veterans

every year, including primary care, women's health, disease prevention and telehealth services. The new clinic is expected to alleviate crowding and will offer mental health, physical therapy and home-based primary care services all at one location. The new clinic will be named after Army Col. Demas T. Craw, a Traverse City-area native and Medal of Honor recipient who fought in both World Wars. THANK YOU, Sen. Debbie Stabenow, D-Mich., for all your efforts and commitment in getting this done for our Veterans'.

AREA-6 DIRECTOR

I Am Here To Help You



by
Joshua
Gray

Hello everyone. I just wanted to introduce myself to my new offices and for anyone reading this whom I have yet to meet.

My name is Joshua Gray. I am a steward with the Western Michigan Area Local and now with the Michigan Postal Workers Union as Area 6 Director. I will be covering all of the 488-489 Member at Large offices (MAL).

My career with the Postal Service began as a PSE in November of 2012, and as a steward not too long after that. My biggest goals when I started are not much different now, help as many people as possible and try to help grow the membership of this union at the same time.

I would like everyone reading this to know that I am here to help in any way I can. My cell phone number is (616) 822-5627 I am typically available to take calls any time from 10am through 12am (midnight). If I am not available to take your call then please leave me a message and I will get back to you promptly. Text messaging to that number is also encouraged but please let me know your name and office so I can keep everyone straight. My email is APWUsteward281@gmail.com this is also a preferred method of contact as I always have the information available to look back on.

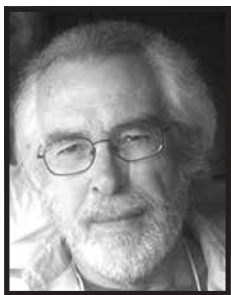
Part of my duty as Area 6 Director is to visit each of the offices that are covered by me and I plan to hit every office if called upon or otherwise. I have al-

ready began visiting offices to post my contact info and other important information. If there's anything you'd like to see posted in your office reach out to me and I will make it happen.

If you have non-members in your office that you would like to see signed up let me know and we can work on bringing everyone together. The MAL offices (per the 2018 convention) are going to become 100% APW-ABA members and that's a nice perk for already established union members but also a good way to get non-members to sign up.

I appreciate the opportunity to step up as an Area Director and I am very excited to serve the membership in our state. In Solidarity.

RETIREE PRESIDENT



by
Paul
Browning

Biennial Michigan State Retiree Convention Report

In conjunction with the Biennial MPWU State Convention, the MPWU Retiree Chapter State Convention was held in Traverse City on May 4th, 2018. 20 delegates attended from 4 out of 5 of the affiliated Local Retiree Chapters in the state representing the 480-81, Detroit District, 486-87 and Western Michigan Chapters as well as a Member at Large. Unfortunately the Flint Area Chapter was unable to send anyone due to ongoing health issues. Longtime MPWU State Chapter Executive Board members Patti Miller and Lynn Charles Walker were unable to attend due to health issues. National APWU Retiree Department Director Nancy Olumekor was also in attendance for the entire day. Chapter finances as reported by an audit committee were declared to be on sound footing with \$10,000 invested in a CD leaving approximately an operating fund of an additional \$10,000.

Topics of discussion included two proposed APWU National Constitution resolutions concerning increased retiree representation on the APWU National Convention floor and the ability of Retiree Chapters to submit resolutions directly to APWU Conventions as opposed to going through “parent” Locals of Chapters. Efforts of APWU Retirees in supporting still working members in the upcoming Contract Action Teams for a new Collective Bargaining Agreement for which negotiations will soon start were discussed and greatly encouraged. Involvement by retirees at the local level regarding working in the field for political candidates who favor legislation supporting all APWU members and are against regressive “take away” legislation affecting members was also emphasized. Additionally, Director Olumekor stated that a mailing is being made to over 2,000 now retired former APWU members living in Michigan using funds from the National APWU Retiree Organizing Fund. This is a project I have been working on with Nancy for the last year. The mailing includes a letter from myself plus an APWU Application form for membership in the Retiree Department. Hopefully this will produce some results in increasing our membership numbers. I include in this article a copy of the letter that sent out.

With two vacancies on the State Chapter Executive Board, 486-87 Chapter member Joanna Atkinson and 480-81 member Teresa Williams were elected to the positions of Vice President and Trustee respectively. Re-elected were Chapter President Paul Browning, Secretary-Treasurer

Jane Duggan, and Trustees Al Fouche and John Canfield. Delegates voted to send up to five members to the 2018 National APWU Retirees Convention in Pittsburg on August 18 and 19. Jane Duggan, Joanna Atkinson, Al Fouche, Teresa Williams will be attending with expenses only financially covered from Chapter funds. Chapter President Paul Browning will also be in attendance as the APWU Central Region Retiree Convention Delegate at the Retiree Convention plus the full APWU Convention on August 20 through 23 with expenses covered by the National APWU. Our Annual Piz-za for COPA Night raised \$1,000.

The main body of the MPWU Convention passed the resolution regarding increased retiree representation but defeated the resolution concerning submission of National Convention resolutions by Retiree Chapters. MPWU delegates graciously voted for me to speak on their microphone concerning the representation resolution

which passed with overwhelming support. I thank my still working Brothers and Sisters for voting for Retiree Equality.

A quick note on recent legislation affecting postal employees and retirees. A new Senate bill similar to the stalled in the House H.R. 756 has been introduced once again requiring that postal retirees currently enrolled in FEHBP be required to enroll in Medicare. The bill does contain exceptions to be made for hardship cases although the language explaining what constitutes such has yet to be specified to retirees in the field. While the National APWU supports the bill, there are reservations about any final language (amendments, interpretations) in the bill. Donald Trump’s appointed Director of the Office Personnel and Management has submitted budget proposals to increase FERS employee contributions to their retirement, eliminate the supplemental benefit, and eliminate or reduce

COLA for FERS and CSRS retirees. If you don’t think this can happen, remember that several years ago, legislation was passed requiring new hires to contribute more to FERS. They start with the new people then keep going after the ones after them. We’re not crying wolf here. If Republicans continue to control Congress they will surely eventually pass legislation that will reduce our pay and benefits. Witness the recent tax bill which provided a few temporary dollars to your paycheck while giving literally billions of permanent tax relief to big banks and corporations. Such legislation has already led to Republican talk of reducing Social Security, Medicare, and Medicaid. They’re coming for us folks.

I would like to thank Lynn and Patti for their many many years of service to the APWU both as working members and retirees. I only wish we had more like them.

And the struggle continues.

MPWU State Retiree Chapter Executive Board 2018-2020

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LEGISLATIVE DIRECTOR

• • •



by
Roscoe
Woods

Spring MPWU

Kudos to the MPWU for putting on a great 2018 Constitutional Convention. I love the way we can stand up, debate our direction and then walk out of that convention unified and ready for the task at hand.

So many visitors from across the APWU comment to us how lively and active our conventions are. Whether it's the sheer number of resolutions brought forward, or the passionate way so many speak from the floor it's a privilege to participate and it's a privilege to be a part of such a fine group of activists.

The other comments note that while we may passionately debate our differing positions from the convention floor when session ends for the day we all end up having dinner together, hanging out together and in general displaying the solidarity that so many speak of yet fail to practice.

I am proud to be not only a member of the APWU but a member of the MPWU.

Not sure how to begin the legislative portion of my article so I will dive right in!

First the bad news - The political climate here in Michigan as well as across this nation is as hostile to the working poor and organized labor as it's ever been.

APWU continues to support HR 756 which is as far as I can recall the closest we have ever come to a true bi-partisan piece of postal legislation. That may of course explain why it's stalled in committee and it's doubtful it will ever see the floor of the House or Senate for a Vote. HR 756 is losing ground daily as Democrats and like-minded progressives see a chance to gain back lost ground in 2018.

Provisions of HR 756 removed the APWU from the FEHB and created an FEHBP (P for postal) health plan that while different in some ways was pretty much the same over all. The real sticking point that put us at odds with NARFE was the automatic Medicare Integration meaning that once you hit age 65 you were automatically enrolled in Medicare as opposed to it being optional now it does place an additional cost on those retirees who would be impacted, which of course would be all of us eventually.

In my opinion, if APWU HQ is to continue to press for this bill to be moved for a vote it would be beneficial for the APWU to ensure the APWU Health Plan has a more in-

expensive and Medicare responsive plan for those of us who will one day be over 65, otherwise it's hard to argue against the opposition about the added cost when you are on a fixed income.

The APWU getting such a Medicare friendly health plan together might move NARFE and other federal retiree organizations to support the bill and then maybe we will see some movement. Until then, stay tuned . . .

More recent news:

On March 23rd of 2018 S. 2629 was introduced in the Senate and the bulk of this is based on the tenants of HR 756 but there is still a lot we need to learn about this proposed "bi-partisan" legislation is co-sponsored by Tom Carper (D-DE), Jerry Moran (R-KS), Heidi Heitkamp (D-ND) and Claire McCaskill (D-MO). APWU Legislative and Political Dir. Judy Beard did state "The APWU appreciates their efforts to achieve postal legislative reform that is fair to the APWU members, postal workers in general, the public Postal Service and postal customers"

Color me a skeptic but I fear any postal legislation that reaches the House or Senate in this current political climate will have amendments added that will undue decades of

collective bargaining. If amendments start flowing we are powerless to stop them. I do not sleep well at night having to rely on the promises of a few Republicans who do not plan on running again.

I said it two years ago and I will say it again, the GOP and The Trump Brand has no love for working people. If you have not been paying attention to our President and a Congress that indulges his corruption then whether you like me saying it or not you are a part of the problem.

Educate yourself, educate your membership, and invite likeminded activists and politicians to come to your meetings to speak. One other very important thing you can do is to donate to COPA.

Whether you see it now or not, the Congress and White House are controlled by overtly hostile anti-worker forces. They will do all they can to keep you from voting, and if they ever get their act together that crappy CEO friendly tax reform they passed will look like a gift compared to the damage they can do to the middle class, unions and a defined pension plan that has made the USPS one of the best agencies to work for since the great strike back in the 70's.

The world is run by those who show up. Leadership demands you show up, get up, get to the polls and make sure we can secure at least the House or Senate. If we fail to do so I am not certain we'll recognize this nation in two more years.

I do wish I had a more positive message but after last year's elections I have been stymied to find a way through. I will keep fighting, I will keep pushing, I will show up.

Personal moment, I want to thank the delegates at the 2018 MPWU Convention for passing a resolution that puts the Legislative Director back on the MPWU Executive Board. I will do my best to live up to the support shown at that convention!

In closing, kudos to those who attended this year's MPWU Convention – we raised well over \$5,600.00 for COPA in just three days. Between the MPWU Educational Conference last year and this years' Constitutional Convention we have raised over \$10,000 for COPA in about one year just from the two MPWU conferences.

Awesome job
APWU/MPWU.

In solidarity!



CEO Pay Soars To 361 Times That Of The Average Worker

New This Year: Companies Must Disclose CEO's Pay Compared to Company's Median Employee Pay
(Washington, DC, May 22, 2018)
— Average CEO pay for major U.S. companies has risen more than 6%, as income inequality and outsourcing of good-paying American jobs have increased. According to the new AFL-CIO Executive Paywatch, the average CEO of an S&P 500 Index company made \$13.94 million in 2017 — 361 times more money than the average rank-and-file worker.

The Executive Paywatch website, the most comprehensive searchable online database tracking CEO pay, showed that in 2017, the average production and nonsupervisory worker earned some \$38,613 per year. When adjusted for inflation, the average wage has remained stagnant for more than 50 years.

"This year's report provides further proof of America's income inequality crisis," said AFL-CIO Secretary-Treasurer Liz Shuler. "Too many working

people are struggling to get by, to afford the basics, to save for college, to retire with dignity, while CEOs are paying themselves more and more. Our economy works best when consumers have money to spend. That means raising wages for workers and reining in out-of-control executive pay."

For the first time, companies must disclose the ratio of their own CEO's pay to the pay of the company's median employee. The AFL-CIO's newly updated Executive Paywatch website now includes company-specific pay ratio data and median worker pay, in addition to CEO pay levels. Pay ratio disclosure provides important information about companies' compensation strategies and allows shareholders to determine whether CEO pay is out of balance in comparison to what a company pays its workers.

Mondelēz International continues to represent one of the most egregious examples of CEO-to-worker

pay inequality. The company, which makes Nabisco products, including Oreos, Chips Ahoy and Ritz Crackers, is leading the race to the bottom and continuing to embrace inequality. In its SEC disclosure, Mondelēz lists former CEO Irene Rosenfeld who received \$17.3 million in 2017, 403 times its median employee's pay. Mondelēz also had a new CEO start in 2017. Dirk Van de Put made more than \$42.4 million in total compensation in 2017 — more than 989 times the company's median employee pay. Last week, a majority of Mondelēz shareholders voted against the company's advisory vote on executive compensation.

The toy-maker Mattel had the highest pay ratio of any S&P 500 company. Mattel's median employee is a manufacturing worker in Malaysia who made \$6,271, resulting in a CEO-to-employee pay ratio of 4,987:1. Warren Buffett's company Berkshire Hathaway Inc. had the lowest pay ratio of all S&P 500 companies, just 2:1.
— www.PayWatch.org

The Many Benefits Of A Retiree Member

by Paul Browning, President, MPWU Retiree Chapter

Dear Retired Former APWU Member.

We received good wages and benefits plus Union representation on the workroom floor when we worked at the Post Office and belonged to the APWU. Our dues made all of that possible in funding the efforts and work of the APWU.

I hope you are enjoying a well-earned and well-deserved retirement. Let’s do what we can to keep it that way. Federal employees earned and paid for retirement benefits – now our retirement, Social Security and Medicare are all under attack. We see it almost every day in the news. APWU officers in Washington, are doing their part by constantly going to Capitol Hill to meet with our representatives on various Congressional Committees, working to defeat these takeaway proposals. Some of the expense of this activity is paid for by the almost 40,000 members of the APWU Retirees Department who pay only \$3.00 a month to continue to belong to the Union that has served us so faithfully for so many years.

The APWU Retirees Department is here to help you navigate important issues. For \$36.00 yearly-less than 10 cents a day, retirees have access via telephone, mail, email or the APWU website to the Retirees Department in Washington. Retiree health insurance, life insurance, divorce, marriage and other issues are some of the confusing “red tape” problems which can occur. The Retiree Department will answer your questions and provides information and assistance with the many issues which can arise with OPM, Social Security and retirement lifestyle issues.

Retiree membership also entitles you to join the APWU Health Plan which provides excellent coverage and is less expensive than many other FEHBP options. Retiree mem-

bers who belong to our Health Plan have direct access the APWU Health Plan Director John Marcotte, he is a former President of the Michigan State Postal Workers Union. There are other membership benefits at a very reasonable fee with the APWU Accident Benefit Association and the Voluntary Benefits Plan for legal advice, life, dental indemnity plans, auto insurance, credit cards and more. Retiree members are also eligible, at no cost, for a \$ 5,000 Accidental Death benefit.

Retiree members can vote for seven (7) APWU national officer - President, Executive Vice President, Secretary-Treasurer, Human Rela-

tions Director, Health Plan Director, Legislative and Political Director and Retiree Director. These officers have a direct impact on retirees, our way of life and the Union’s fight to maintain a viable Postal Service and our fight to maintain a secure standard for living as retirees.

The position of President of the Michigan APWU Retiree chapter is voluntary and non-paid. Retiree State Officers are elected at the Michigan biennial State Convention. Currently there are five (5) local retiree chapters in Michigan. Michigan State retiree members are kept abreast of very useful and informative information through our MPWU

State Paper, the *Michigan Messenger*.

I am a retiree member out of sheer loyalty to the Union that provided me the chance to live a solid middle-class life style and even got me through a couple of major financial setbacks. I pay the \$3.00 membership dues via direct OPM withdrawal from my monthly annuity. Won’t you please join me and the 200,000 working and retired members of the American Postal Workers Union by completing the enclosed Retiree Membership Application and return it to us?

In Solidarity.



COUNT ME IN!

Enroll Me as an APWU Retiree for Only \$3 a Month!

LAST NAME	FIRST NAME	MI
SSN #	DATE OF RETIREMENT	DATE OF BIRTH
CSA NUMBER (WHICH CAN BE FOUND ON YOUR PAPERWORK FROM OPM)	E-MAIL ADDRESS	
STREET ADDRESS		CITY/STATE/ZIP
HOME PHONE #		MOBILE PHONE #
X AUTHORIZING SIGNATURE		DATE

By signing above, I hereby authorize the Office of Personnel Management (OPM) to release to the American Postal Workers Union (APWU) my CSA number and any future address changes for the purpose of keeping my membership current.

Preferred Contact Number: ☐ Home ☐ Mobile

By selecting my preferred contact number, I am authorizing APWU to call me or send me recorded messages using automated technology to the telephone number entered above.

Would you like to receive mobile text alerts from APWU?: ☐ YES ☐ NO

If you choose to receive mobile alerts, you are authorizing mobile communications. Note: APWU will never charge for these updates, but your carrier’s Msg & data rates may apply. Text STOP to 91990 to stop receiving messages. Text HELP to 91990 for more information.

Select Only One, Then continue on other side of the form

Complete details for the following options are listed in APWU National Constitution and Bylaws.

- ☐ **OPTION 1**
Retiree Membership of only \$36 per year, ANNUITY DEDUCTION of retiree \$3 dues monthly. *Do not enclose a check with this form.* Privileges: The right to vote and run for office as a Retiree National Convention Delegate or National Director of the APWU Retirees Department, and the right to vote for President, Executive Vice-President, Secretary-Treasurer, Legislative and Political Director, Human Relations Director, and APWU Health Plan Director.
- ☐ **OPTION 2**
Retiree Membership of \$36 per year plus APWU full dues (National Per Capita Tax and local dues), ANNUITY DEDUCTION of retiree dues of \$3 monthly. You will be billed for the National Per Capita Tax and the required local dues amount. **Do not enclose a check with this form.** We will provide you with instructions on how to pay the National Per Capita Tax and local dues. This amount will vary from approximately \$200 to \$600 annually.* (Note: A retired member can only hold national, state, or local union office by paying full national and local dues. For reinstatement to full dues status, see Article 3, Section 4 of the APWU Constitution and Bylaws at www.apwu.org, in the Secretary-Treasurer’s section.) Privileges: Same as OPTION 1 plus eligible for full local and national membership rights.

DEADLINE

for articles for the next issue of the Michigan Messenger is July 15, 2018 Pre-Convention Edition

NATIONAL BUSINESS AGENT



by
Michael
O'Hearn

Letters Of Demand

Letters of Demand (LOD) are letters given to employees who management believes owes management money. The LOD must include information about the reasons for the debt. Management usually issues LODs for two types of debts, mainly. One is for window drawer shortages. The other is for problems with pay checks, either the employee being paid too much or not enough money was deducted to cover taxes or benefit premiums.

Let's talk about drawer shortages first. An audit of the window clerk's drawer is done and a shortage is discovered. First, check the log of audits. When was the last audit? In offices with Segmented Inventory Accountability an audit must be conducted at least once a month. A Segmented Inventory Accountability is an office where the window clerk is only accountable for cash retained to make change for customers. If your clerk is accountable for

stamp stock also, this is a regular type of accountability. In this case, an audit must be done at least once every four months. If management did not perform a timely audit, this argument is enough to rescind the LOD.

During the audit, the grievant should be present while the manager counts the drawer. If the grievant is not allowed to be present during the count, this should rescind the LOD.

Management must provide adequate security for the grievant's window drawer and also for the window work area and the equipment used at the window. One item I always check is how secure is the drawer in the safe. Many times I will check if the drawer can be easily pried out of the slot in the safe with a screw driver or a butter knife. If so, this is not adequate security.

Another thing I always check is the Duplicate Key, Combination, and Password Envelope. Has it been opened or tampered with? If so, once again the LOD should be rescinded. This envelope should be

inspected at least once a year by management.

Ask the grievant if others have used his/her drawer. If management allowed this during the audit period, the LOD should be rescinded.

Did the grievant report a security or equipment problem during the audit period to management and no action was taken? If so, the LOD should be rescinded.

If the shortage is the result of a bad check, the grievant cannot be held accountable if they followed all procedures for checking for bad checks.

There are many other issues and arguments you can make concerning window drawer shortages. Go to the national website at www.apwu.org. Look at the Departments and Divisions tab. Then, click on Departments and choose Research and Education. Page down until you see Steward Training Manual. Click on this. Paged down on the Content section until you see Letter of Demand. Click on this and you will see much more information on Letters of Demand.

Now, let's talk about payroll problems. First, get a clear understand from management exactly what caused the debt. Was the grievant

paid for overtime they did not work? Was the grievant paid night shift differential that they should not have gotten? Was not enough money deducted for health insurance premiums? Did the employee get annual leave they should not have gotten? Whatever it was get a clear understanding of the nature of the debt. Then, investigate to see if management's calculations are correct. Check the grievant's pay stubs. Do they show the deductions were proper? Do the pay stubs show the grievant was paid properly? Many times management is not correct in their allegations.

Also, always have the grievant file a Waiver of Claims for Erroneous Payment of Pay. The information for this is in ELM 437. Follow the guidelines here to properly file this waiver. Management must respond to this in the proper fashion. If they do not, the debt may be waived.

In all cases, file the grievance. As soon as the grievance is filed, the collection of the debt is stopped until the grievance is settled or arbitrated. This will at least give the grievant time to prepare to pay the debt if we do not prevail in arbitration.

Again, go to the APWU website for more information. I hope this information will give a head start in defending a member with a Letter of Demand.

AREA 4 DIRECTOR

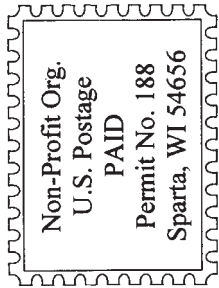
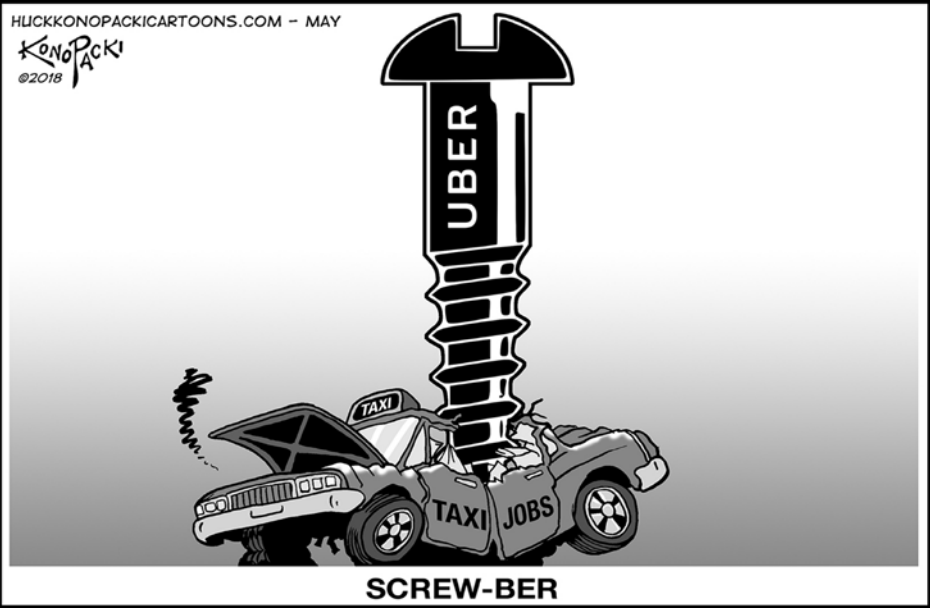
Looking Forward To My New Position

by Sandy Rancour,
Area 4 Director

I was happy to attend the State convention held in Traverse City, May 2-5, 2018 where I was pleased to accept the job of Area 4 director and am looking forward to this new position. I have a lot to learn about small offices, but have a vast array

of resources and people who will be able to help me do the best job I can to represent them. I am a steward for the Burton 48509 post office and also the Clerk Craft director for Flint Michigan Area local so I have experience in the grievance procedure for many years. Thank you again for this opportunity.

In unity.



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