



by
Michael
Mize

PRESIDENT

Time For Change

Are there any changes you want to see? The Union Constitution and the Collective Bargaining Agreement can be changed. What is there that you would like to see changed?

The APWU has a Constitutional Convention every other year. This year the National Convention will be here in Michigan. Right now, is the time to submit to the Local Unions ideas and proposed resolutions for issues we have in the current language.

Changing the Constitution takes a 2/3 vote to approve the change. I do

not suggest it is easy by any means, but we change language in the Constitution at most of the Conventions. It is generally just a couple things but change and moving forward is necessary and with much debate and voting we do just that. Keep in mind to think of every possible twist or turn in the language as Constitutional changes are important to get right.

If you want something changed, you must start that change in the home Local by presenting a proposed resolution for a problem and getting it through the Local on to the State and then to National Convention.

Changing language in the Contract is a bit different. We start the same way. Proposed resolution must be

taken through the Local Union and on to the State and National Convention. Passing a resolution like this only takes a majority. Keep in mind that something that sounds great to you may have consequences that you have not thought of, and others will. Every resolution must be looked at carefully to cover all the possible angles. Unfortunately, the hard work on this type of resolution starts after it has passed at the National Convention. The Contract is negotiated which means just because we want something does not mean Management will give it to us. Negotiations on our next Contract will be in full swing when we have our National Convention this year.

I realize that many of those that read this are not in a place where they feel empowered to make change. The process does run through only the elected delegates from the Local and State organizations. The important thing that everyone should know is we are elected to represent the members. We have sent many resolutions over the years that were ideas from the membership. Not every idea will be brought forward as everything must be looked at very carefully. Remember, nothing changes without those pushing for a change.

My continued commitment to the members in the State of Michigan is to push for changes that our membership wants to see.

Iron Mountain Is Under Attack!

by Michelle L. Yuhasey, President,
498-499 Area Local #1189

Hello everyone

The 498-499 Area Local Union currently covers the areas from Munising to Ironwood; Copper Harbor to Menominee, along with the Wisconsin offices of Niagara, Pembine and Florence. I am reaching out to all of you today to ask for help with the USPS' Optimization Collections Plan that is affecting the mail service throughout the 498-499 area zip codes.

Prior to Jan 8, 2024, the mail from the 498-499 area zip codes was transported at the close of each business to Kingsford's Upper Peninsula Mail Processing Center to be processed,

shipped to other facilities outside the 498-499 area (DIS/outgoing mail to MN, Green Bay, Oshkosh, Lansing and Gaylord) and the local mail (SCF/Hot mail/Local Newberry to Ironwood and Copper Harbor to Menominee) and sent back out for delivery within the 498-499 area in the early hours of the morning. The USPS made these changes without notification to the public.

On January 8, 2024, the USPS changed the trucking schedules for the mail collected through sales at the windows to be picked up only in the morning when mail was dropped off for delivery. The night routes were eliminated. The mail now sits in those offices for the entire day and is finally trucked to

Kingsford in the early morning hours of the following day and processed there at approximately noon. All the mail is intentionally being delayed including Express which now has a two-day delivery guarantee (see attachment). The attachments show the intentional delay of Express mail.

The USPS is paying out Express compensation at an astonishing rate. They do not care about the service to the individuals.

It is all about the money they claim they are saving in trucking, but they are not saving anything across the board as the lack of service is costing us more money in other areas. I have seen the contracts for these trucks. I know what the drivers make as my husband was a mail contractor. The drivers are paid at a higher hourly rate for their services than postal employees. Also, the impact of diesel trucking to the environment needs to be taken into consideration.

The USPS gave the Union no notification of these changes telling us it was "confidential information," yet they reserved the Kingsford Armory in September of 2023, notified the Postmasters of the changes on December 14, 2023, during a meeting here in Iron Mountain.

We have put together a list of what

we feel are the most important items currently being delayed. The list is as follows:

- Local deliveries from pharmacies as meds in the mail are common now.
- Live animal shipments-poultry, bees, snakes, crickets, fertilized eggs
- Food-any dry ice shipments
- Live plant shipments
- White Water Associates water samples need to be there in 1 day in order to be tested.
- Stormy Kromer probably the largest business mailer in the UP.
- The birthday cards/presents from family members that come every year. The little kids love the post office as receiving mail is exciting to them.
- Kids at summer camp. They get lots of goodies from home/family.
- Tourists mailing postcards or goods and anything they purchased in the UP that cannot be taken home in their luggage.
- The Michigan State police posts use the mail for testing at the Negaunee post.
- Parents and grandparents mailing items left at their homes after the visitors leave behind from their visits/vacations.
- The Carmelite monastery they

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Return to APWU/MPWU
c/o John Greathouse, Editor
P.O. Box 27303
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EDITORIAL ARTICLE



by John Greathouse

WAR!

volume of mail that will be coming in. Guess the result . . . More delayed mail!

To make it even better, collection mail will not be picked up in the afternoons from the offices . . . It will get picked up in the morning! That is a delay of 24 hours! Next day is now going to be 2 or 3 or 4, hell about 5 or 6! To quote the PMG, "It will get there eventually!" (yes, he said that about 3 years ago!)

I just found out today that the Michigan Legislature has passed a Joint

Resolution to support the Kingsford plant and was on it way to the Governor's office to be signed! What happened, the USPS has delayed holding the public Town Hall meeting for a few weeks, date to be announced. For more information, read Michelle's article in this paper and also keep up to date on the 21st Century Postal Workers website.

In the last edition of the Michigan Messenger, I proposed that folks copy the post card design I had published with my article and have members in

your offices send them to President Biden to take action by nominating 2 people to the Senate for the USPS Board of Governors. Almost no one took action and that concerns me a good deal. With around 200,000 members, we should have had a solid impact but nothing. Let's give it another shot!

We all need to get ready for WAR and do it now! Contact your local Union officers to see what you can do to help.

In Solidarity!

What does WAR really mean? Most of you would think if things like Iraq or the Middle East but in this case, you would be wrong.

WAR - We Are Ready!

This is a battle that we, as a Union are undertaking against management, more accurately, PMG De-Stroy! We have contract negotiations starting up in the next few months, the 10-year plan to privatize the Postal Service, changes to how your office or plant will process mail, collection mail and the delays that are being added to further degrade service, rising postage price, the list goes on and on!

For some of these battles, we are ready but others, we are reacting and playing catch up to the actions of the USPS. We need to get ahead of there actions and change the game on De-Stroy so he has to react to us.

In order for this type of action to take place, we need everyone to step up and join with your local leaders and help them with this battle.

Iron Mountain/Kingsford

Iron Mountain/Kingsford plant is under attack! The plan by management is to move their mail to Green Bay, WI. Small problem, Green Bay is at capacity and can't handle the



by Tony Friday

Area 2 Director

Hostile Work Environment

Happy New Year Brothers and Sisters,

I sincerely hope that you are doing well and will continue to do so during 2024. We are living in stressful times with so much violence in the world, and in the workplace. It is very concerning that there is an uptick in work place violence across the country, Workplace violence is the act or threat of violence, ranging from verbal abuse to physical assaults directed toward persons at work or on duty.

There are regulations in the Employee & Labor Relations Manual, Chapter 6 that are in place that address hostile working environment in the Postal Service. The employee and relations manual is the main manual governing conduct in the postal workplace. In section 665.24 of the ELM, it states;

Violent and/or Threatening Behavior The Postal Service is committed to the principle that all employees have a basic right to a safe and hu-

mane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including re- continued on page 6

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MPWU Advisor.....Vacant

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:

- Battle Creek Great Lakes Area
Central MI Mail Haulers
Detroit District Jackson
Farmington Muskegon
Flint Southwest MI
480-481 Traverse City
486-487 Troy Local
498-499 Western MI
Gaylord

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Michigan Postal Workers Union 28th Biennial Constitutional, Retiree, & Auxiliary Convention April 18 – 20, 2024 Park Place Hotel and Conference Center Traverse City, Michigan

CONVENTION CALL

The 28th Biennial Convention of the Michigan Postal Workers Union will convene on April 18, 2024 at 9:30 a.m. at the Park Place Hotel and Conference Center, Traverse City, Michigan and will adjourn at the conclusion of business on April 20, 2024.

Costs:

Hotel: \$109.00 (plus applicable taxes (6% state sales tax and 7% county assessment))

Registration: \$100.00 per delegate (submitted prior to March 31, 2024; otherwise, \$125 afterwards)

Resolutions need to be submitted to and received by Executive Secretary Michael Long by March 1, 2024. Resolutions need to be signed by both the President and Secretary of the local submitting (hard copy) along with a copy on digital media (e.g. Flash Drive or e-mail). A template for resolutions is available on the website.

Blue delegate cards (for all delegates attending the convention from a local) needs to be submitted by March 1, 2024 to Secretary-Treasurer Darren Joyce; PO Box 1124; Flint, MI 48501 signed by the Local President and the Local Secretary.

Article 7 of the MPWU Constitution states: "Time of the Convention and Election of Officers"

Section 1. The Michigan Postal Workers Union, AFL-CIO shall convene the same year as the National Convention of the American Postal Workers Union, AFL-CIO, on any Thursday, Friday, and Saturday in April or May. In any week except that which precedes Easter Sunday.

Section 2. It shall be the sole responsibility of the State Union to plan and expedite the proceedings of the Convention, including suitable and ample accommodations for delegates. It shall further be the responsibility of the State President to appoint two (2) members of the Michigan Postal Workers Union, AFL-CIO, and the President of the State Convention Committee to work with any Local who represents the Convention location as voted under Article 7, Section 5. The financial responsibility of the State Convention shall be solely that of the Michigan Postal Workers Union, AFL-CIO. All contracts with hotels will be reviewed by the President, Executive Secretary, Secretary-Treasurer and Director of Research and Education prior to signing or agreeing to any contract.

Section 3. The Convention shall convene at 9:30 a.m. on the first day and recess at 11:30 a.m., immediately after the committee assignments and reconvene at 3:00 p.m. This time is to be utilized for official use by the committees. The Convention shall remain in session until completed.

Section 4. Nominations for all candidates for all elected offices of the MPWU shall be the last order of business on Friday of the Convention. A member, in good standing not at the Convention, can provide a written nomination for themselves for any elected office of the MPWU, which will serve as their accep-

tance. All written nominations must be received by the MPWU Executive Secretary via US Mail, faxed, or hand delivered, by the close of nominations for the elective office of the MPWU Convention.

No candidate shall be allowed to run for more than one (1) office, except a person running for a Craft Director position, may run also for Area Director of his/her area. Any nominee must accept or decline a nomination for office, prior to the closing of nominations for that office.

Convention Delegates, as well as the Convention City, shall take place in conjunction with Executive Board/Officers nominations.

Saturday, from 10:00 a.m. until 1:00 p.m., shall be reserved exclusively for the purpose of caucuses.

Section 5. The election of Officers will take place at 1:00 p.m. on Saturday of the Convention. President, Secretary-Treasurer, Executive Secretary, Director of Education, Human Relations/Compensation Director, Legislative Director, Editor, Three (3) Craft Directors, Area Directors, Veterans Director, Convention Delegates, plus Convention City, will be elected at this time, by secret ballot.

Section 6. [A]. The three (3) Craft Directors shall be elected by secret ballot in accordance with Section 5 above, but Craft Directors shall be elected from delegates from their Craft only.

[B]. Area Directors shall be elected by secret ballot from delegates, present from their Area only. If a Craft or Area Director is not represented by at least one delegate to the Convention, or if there are no candidates from a specific Craft or Area, for the position of Craft or Area Director, then the President shall appoint a member of that Craft or Area to that position, with the advice and consent of a majority of the Executive Board.

[C]. If after three (3) ballots have been cast, a tie exists, a toss of a coin will break the tie.

Section 7. All terms of office shall be from the date of the certification by Election Committee, until the conclusions of elections, at the next scheduled MPWU State Convention.

Section 8. Any retired member, who is paying full dues to their Local Union, may hold office in this Union. Any retired member who retires from State Office, can at the discretion of the President, be used in an advisory capacity.

Section 9. The MPWU constitution committee shall consist of (1) one local president (or designee) from each active chartered local in the MPWU.

In addition, Article 9 (Representation), Section 1, states: Each Local Union or Area local affiliated with the MPWU shall be entitled to representation in the State Convention on the following basis: All locals shall receive one delegate for each twenty (20) members or any portion thereof. To be computed on the basis of the previous twenty-four (24) month's average paid membership. In addition, no Local may pay more than three (3) months back dues at one time, prior to the State Convention.

MAINTENANCE CRAFT DIRECTOR

Where Have All The Maintenance Employees Gone?

by Marti Jablonski,

Happy New Year of 2024!!! Say good bye to 2023! Many of us can reflect I am sure on good and bad of 2023, but all of us get a New year, New ME! Make this your year, the year you want to make the advancements you want, life changes, or whatever it is! Just make it happen . . . don't wait until it's too late to do what you decide, as tomorrow is never promised! Live for today and plan for tomorrow!

This past year as the State Maintenance Craft Director I had an eye-opening experience. I went to a facility within our state that was in horrendous condition and the unfortunate employees were accepting of this as they had just become numb to it and thought that it was acceptable. Well, it is not and I am still working on correcting all of this. Not just for the maintenance employee or now lack of a maintenance employee, but for the health of the clerks, carriers, and customers. This is not, nor should be, allowed by post office, but under or PMG DeJoy he is sending out the very stern message of cut all spending. He does not care at what cost or to whom that hurts. Hell, he doesn't even care

about our PREMIER service of EX-PRESS, we are just told to roll it now if it comes in late.

All that being said we need to be active in our work place. Management has been conniving at every corner. From countless times of crossing crafts and then justifying it to you by saying, it's because so and so called in, to make you feel animosity against your fellow co-workers. DO NOT Fall for this, need I remind you how many positions they have reverted in the last few years? Yes, in every office they just keep cutting and cutting and cutting. Every one of us have a benefit as an employee for the post office. This benefit is called sick leave and guess what, you are allowed to use it! I am not saying abuse it, because God forbid you or a loved one is sick for a period of time, you want that little nest egg to fall back on to make sure you and your loved ones are taken care of. However, that being said, management thinks that every time you call in, they need to remind you that you called in and what the ELM says about unexcused absences and "how important" you are to the operation. Do not let them bully

you into feeling bad about calling in if you are truly ill, because I as a fellow co-worker d not want to catch whatever illness you may be spreading, and if management didn't cut all those positions we would be just fine when you needed to take time off for you! I can remember a day and age when we had these positions called Relief and Pool and those individuals covered for absences of 40 hrs or more and when they weren't covering those positions, they had a schedule of their own which usually meant we weren't going to be forced to work OT every day! This goes for every employee and craft; we are all on the same ship and if that ship goes down, we all go down together. I truly feel we all need to unite! Carriers, Clerks, Maintenance, Vehicle, Rural, CCA's, RCA's, PSE's, all of us! No matter who's job it is or what it is, you see it, you report it. Every bargaining unit branch need to come together, not belittle, or blame the other for the faults of management. Granted you may be waiting on the clerks to get the parcels sorted, and maybe the break room is a mess or the trash is over flowing, but remember . . . Those individuals that

retired and how back in the good ole days it was so much better, well that is once again because the higher ups have decided not to fill those vacancies. REVERT REVERT REVERT! Those are the words you continually hear over and again when somewhere retires even though that person has been working 40 + hours for 30 + years . . . Hmmm think on that . . .

So, with all that lets band together, stand together, and fight together. I for one want this ship to become stronger and healthier than any other battle ship in the fleet! Report any deficiencies you find, do not be afraid to stand up, do not just accept it as it is what it is, you are entitled to a healthy, safe, and harmonious work place! The old adage is true, and honest day's work for and honest day's pay! You should never feel you have to give more than you are capable of giving just because the jobs aren't filled and management is breathing down your neck. Talk to you steward or union representative and file the grievance. Lastly, be kind, take your time, be safe, and let's make this year count for the future!

Gotta Bolt.

Iron Mountain Is Under Attack!

continued from page 1

mail everything along with receiving a lot of foreign packages. The sisters do not use the internet. They have one sister who figures all their mail. Wafers for other churches in the UP and other states. The family's mail to them and the sisters mail back, DAILY.

- The college students who get mail from family or organizations like churches who send packages during exam week.

- Elementary school teachers mail to their students usually before school starts as introductions.

- Wedding invitations
- Graduation/party/baby/wedding shower invitations

- Bank statements
- Bills
- The newspapers
- Political mail-ballots will be delayed
- Stamps by mail
- Parts for replacements in households and retail businesses

- Retail deliveries.

- Small business-the UP has a lot of people working from home selling goods online that they use the postal service for.

Employee morale is at its lowest right now. If employees lose jobs, then that means up to \$1.25 million minimum in salaries that the IM/Kingsford area would lose if they pull 25 employees at an average of \$50k a year, most make \$75-100k due to overtime.

This Optimization Plan has the potential of destroying the trust Americans have in the Postal Service to get

their mail delivered timely. We take pride in what we do.

Postmasters do now agree with these delays, but they cannot say

President of the Local APWU from Green Bay, Kelly Healey. Green Bay cannot get their own volumes processed right now. Their management

sula Mail Processing center is not land locked. There is plenty of land for expansion. The UPMPC is centrally located as it is four hours to Mil-

U.S. Postal Service Mail Processing Facility Review Public Comment Form - Iron Mountain, MI

As part of its 10-year strategic plan, Delivering for America, to modernize the nation's aging postal network, the Postal Service is conducting a Mail Processing Facility Review of its processing operations at the Iron Mountain P&DC in Kingsford, Michigan.

The Postal Service is assessing how this facility can best support USPS service and operational goals, as well as provide platforms to launch new products and competitive services for mailing and shipping customers in the future.

Public input will be considered as part of the review process. Members of the local community may submit initial comments through this form.

If the facility review supports the business case for change to the facility's processing operations, USPS will hold a public meeting to allow members of the local community to provide additional feedback.

anything publicly.

The public hearing is scheduled to be held at the Armory in Kingsford on February 8, at 3 pm. The Union is requesting your presence at this meeting. We will be meeting beforehand at the Armory before this meeting at approximately 1:30-2 pm CST.

Here is the page for the USPS for complaints in relation moving the mail processing;

With the delays of mail, if the mail goes to a Wisconsin facility it will be delayed another day or two or three depending on where it is sent to.

I have been in contact with the

has told them they are not holding positions for us nor are they keeping positions that become vacant. We have minutes from their labor management meetings stating this. The Green Bay processing facility is landlocked so there is no space for them to add on to the building. Rumor has it they are considering buying land and building another facility if more mail is sent for them to process. But we have a building that was built by an Act of Congress. Why would we need another facility to process the UP's mail? The Kingsford building cost \$3.1 million when it was built. The Upper Penin-

waukee, six hours to Minneapolis/St. Paul and Chicago. The UPMPC also has a truck carrying mail to the Lower Peninsula daily. The Wisconsin plants send this mail around Lake Michigan after processing.

We can process it here more efficiently than anyone else.

Any help you can give us would be greatly appreciated. We ask that you share this information in any way possible to assist in getting the word out to the public. I can be reached at this email or the number listed below. Thank you for your time and attendance in this matter.

MAINTENANCE CRAFT DIRECTOR



by
Roscoe
Woods

A New Year, The Same Struggle

As we move forward into 2024, we continue to struggle against an agency filled with fraudulent reporting and a district that seems to make things up as they go. The most recent affront to our contract is several postmasters getting direction from some unseen unaccountable entity in Labor Relations, creating what they are calling a DEEMS Desirable list.

While the contract allows a boss to request documentation for an unscheduled absence if it deems the request necessary to protect the interests of this service, our contract does not allow for creating a Deems Desirable List that imposes this documentation request on our members for a specific duration.

It is interesting and equally frustrating that we do not find Deems Desirable List in our contract at all. This issue, in fact, was addressed back when this agency deployed the new ERM's process, and that resolve made it clear that this ERMS set up in no way, shape, or form amends or otherwise changes our contract. When we show management that agreement from so long ago, it is the typical response: they do not agree, or we are not violating our contract, and to be clear, the 2008 agreement makes

it clear this current group of managers is, in fact, violating the contract. I am always grateful we have our grievance process to sort these issues out.

If management calls you into the office to discuss your attendance, keep it simple: ask for a steward. Since the arrival of PMG DeJoy, this agency has descended into utter chaos, and it is clear to all of us, all across the nation, that this is now by design.

We steadfastly maintain that the PMG must be removed. We are continuing to address our members of Congress to see the PMG removed. We are in an uphill battle since the rank and file and other rank and file organizations seem to be on the same page but our national leadership is not.

We are currently working to get some resolutions passed at local APWU meetings all across the nation in an effort to persuade APWU HQ to join this fight with us. We will also be bringing a resolution to the upcoming national convention that, if passed, will leave our national leadership no choice but to follow the will of the membership.

Our national constitution is clear: the delegates at the national convention are the highest governing body in this union, and we will do whatever we can at this convention in July to make the voices of the rank and file heard.

We are already seeing the impacts

of the PMG's "Delivering for America Plan," and it's not good. We have seen this agency curtail the delivery of express mail, resulting in refunds being given. BRM is suffering; as he guts this network, we will see what is coming, and the movement to stop it is growing.

We are watching overtime cut in an effort to create the perception hours are down on the clerk side while we watch carriers and managers step in and do our work. As we have stated before, it's a shell game of hours codes, and we will continue to do what we can to expose it all.

Some managers and executives in this service are cutting overtime to meet whatever their performance goals are getting raises while they continue to violate our contract in new and creative ways.

One thing is becoming painfully clear: our PMG does not care at all about our universal mandate, the PMG is encouraging wholesale violations of our contract, and as far as I am concerned, he is violating his oath and must be removed.

We continue to pull every legislative lever we can to get the necessary attention on this collapse. It does not hurt if all of you begin contacting your local with stories regarding fraud whether it is scans being done before the box is up, scans being done before the mail is up or the most egre-

gious current issue the purposeful delay of Express Mail.

The locals can then forward that information to President Mize and together we can go to our members of Congress asking for a halt to the deconstruction of our network, a halt to these ill advised SDC's and we can make it very hard for our members of Congress to avoid the obvious attacks on what we do.

We also recommend that all of you begin calling Senator Gary Peters office(s) and report the fraud we all know exists. These managers we have today sacrificed their integrity committing this fraud all under the guise is that is what they are told to do. It is yet again the scenario where those managers somehow believe when the PMG really moves to cut serve, they will somehow be immune from the cuts.

We have layoff protection, they do not. Our contract prohibits anyone being exceeded more than 50 miles, whatever agreements your managers have do not. We must report the fraud, we must report the abuse and we must come together now no matter the size of your office to protect our work.

Senator Gary Peters can be reached Toll Free: (844) 506-7420 - call his office, report the conditions in your office. Let's stand together to protect Americas Postal Service.

In Solidarity.

AREA 7 AND 9 DIRECTOR



by
Dana
Mclean

Work Harassment

Workplace harassment is a serious concern that can take various forms, including verbal, physical or psychological abuse directed towards an individual or group of employees. It creates a toxic environment affecting the wellbeing and productivity of those involved. Addressing harassment requires a commitment to fostering a culture of respect and implementing effective policies to ensure a safe and inclusive workplace for everyone.

The APWU takes a firm stance against workplace harassment within the postal service. With a commitment to safeguarding the rights and wellbeing of postal workers, APWU advocates for anti-harassment policies, training programs and swift resolution procedures. The APWU aims to create a workplace environment that prioritizes respect, equality and a harassment free environment.

Management plays a crucial role in setting the tone for a good workplace environment. They need to address

any signs of harassment. By prioritizing employee's wellbeing, enforcing anti-harassment policies and providing resources for conflict resolution, managers contribute significantly to creating a positive atmosphere within the workplace.

If management is involved in harassment, it's a serious breach of trust and workplace ethics. When this is the issue, employees are encouraged to report the harassment. Sometimes employees are hesitant to report the harassment in fear of retaliation. There are whistleblower protections in place to safeguard employees when they report misconduct. Article 19 requires management to abide and enforce its own policies.

There are publications that speak to what employees can and should do if they are being harassed. Pub 553 also clearly shows there is to be no

reprisal for reporting the harassment. Pub 552 speaks on what is management responsibilities in preventing and addressing harassment. If you feel like you are being harassed or you feel like you have a hostile work environment, please report it by filling out PS Form 1767.



2024 is set to be a very important year as our contract negotiations are set to begin in June. On June 25th the negotiations will begin as they will be broadcasted for the members to watch and get an idea on how the negotiations process occurs. If you'd like to be updated on the contract negotiations you can text "contract" to "91990" and you will be sent updates. The Michigan Constitutional Convention will be in Traverse City in April and the National Convention will be in Detroit this year in July. Reach out to me if you have something you want brought up at either of these

conventions. Do you know there is a APWU podcast? Take a listen and get valuable information on what's going on in the APWU. Find the info on the **Apwu.org** website.

I'm sure we all have experienced the short staff issues we have been having, especially in the clerk positions in the AO's. Management doesn't want to fill PSE and PTF positions and it puts a burden on the AO's and in turn on the clerks. The APWU is making this issue a top priority this year! Go to the **APWU.org** and sign the petition. We have to unite and stand up for getting a full staff.

Don't forget that every office is entitled to prime time vacations. Details may differ according to your LMOU but generally the months of May, June, July and August. Choices are by seniority. Take the time to spend with your family or just taking a break from the stresses at work. Mental Health is so important. Please take care of yourself.

With that being said, I hope everyone is healthy and positive and has a wonderful summer! In solidarity,

RETIREE PRESIDENT



by
Paul
Browning

Chaos And Order

Perhaps symbolic of how long a year 2024 looks like, the shortest month even has an extra day added to it.

It's only February and we already are bombarded by political dysfunction as Congress seems unable to pass the simplest legislation just needed to fund the Federal government. A former President of the United States faces criminal and civil trials. PMG DeJoy is willy nilly restructuring the Post Office and the Detroit Lions blew a 17-point halftime lead to come up one game short of the Super Bowl. Maybe we all ought to use the 29th of February as a reset.

Stay at home mandates are in the rear-view mirror. Make it to March 1st and Spring will be just around the corner. The Opening Day of baseball season will be only weeks away. And to coin a phrase before that first pitch is thrown out "Hope springs eternal".

Let's look at the glass as half full for a little while anyway. For retirees, a COLA raise kicked in and the ever-present bugaboo inflation is dropping. For Postal workers, Union leaders in Washington continue to fight virtually round the clock against DeStroy's USPS plan. Sure, you can complain to your spouse or coworker but believe me, without a Union and Democratic or even bipartisan legislation, we would be up the proverbial creek without a paddle.

I'm not saying let a smile be your umbrella or sit on your hands and watch the world go by. Our Country was built on political activism by average citizens. The biggest change in our concept of democracy was the election of Franklin Delano Roosevelt. FDR realized that Government should be responsible for the welfare of all who lived within its borders and not just a privileged minority with wealth. A safety net was established for the disadvantaged and regulations were created to prohibit exploitation of workers and rampant do whatever it takes to make money and hang the safety of the American consumer practices by big business.

History will tell you that this philosophy worked pretty well. It was built on the premise that putting more money into the hands of more people, like a lot more people, got the U.S. out of the depression, helped win World War 2, created a booming economy and expanding middle class through the post war years right up through the 50's, 60's, and 70's. It's called demand side economics-with more money being spent by more people buying, jobs were created, more people employed to buy more making a self-perpetuating cycle.

Then came the 1980 Ronald Rea-

gan election and supply side economics-put more money through tax cuts into the hands of the already wealthy, limited number who were the so-called job creators, and we would all be better off. Considering the 1980's saw the demise of the one earner paycheck, who could support a family and the beginning of the billionaire class, doesn't seem like it worked really well.

Back then, Government was the problem according to Reagan. It's a belief still shouted by Donald Trump and strangely enough adhered to by many who receive this paper. I call it strange because if you're a postal retiree or worker, your annuity/social security, paycheck, healthcare is all due to the Government. Think about that next time you vote if it's more important to you than boycotting Bud Light beer.

APWU Officers In Washington

As someone who attends at least monthly Zoom meetings with National Union officers, I can say that these men and women work as hard as anybody on the workroom floor putting in multiple 12-hour days. Even though I have been retired for over a decade, there are still some officers I have a connection with. Motor Vehicle Services Director Mike Foster and I were MPWU Executive Board officers back

in the 1980's. Assistant Clerk Craft Director Lynn Pallas-Barber used to sit second chair for me back when I was an Arbitration advocate for cases I did in the Upper Peninsula. And as a former Clerk, I still closely follow her and Clerk Craft Director Lamont Brooks along with the second Assistant Clerk Craft Director Sam Lisenbe knocking themselves out for the membership. All of them are dedicated fighting oppressive postal management.

A shout out also to Legislative Director Judy Beard and Director of Industrial Relations Charlie Cash. Sister Beard has 535 Congressional legislators she has to lean on and she doesn't quit! Whether she sees one a day or a dozen a day, she keeps on pushing for workers and retirees. And Brother Cash is faced with a Postmaster General and his yes man minions whose policy is stonewall the Union. Again, he is another National Officer who literally burns the midnight oil in a long continuous struggle. National Level Step 4 grievances and unfair labor charges all fall in Charlie's bailiwick. (Here's an example of the ridiculous lengths postal management goes to in nefarious attempts at confusion and obtuseness-recently an important letter was received by President Mark Dimondstein on SUNDAY NIGHT asking for a quick response. No tactic is too low for DeJoy's henchmen.)

Now for a plea/request to President Dimondstein. There are two vacancies on the all-important USPS Board of Governors, the ones with real authority to rein in PMG DeJoy or even fire him. Disagreements exist between the various postal Unions as to who President Biden should appoint to these positions. Put them aside. Now more than ever since the famous 1970 Postal strike that gave postal worker collective bargaining rights, SOLIDARITY IS DESPERATELY NEEDED. Come together, the future of hundreds of thousands of postal workers and retirees is at stake.

Retiree State Convention

Elsewhere in this issue is notice of our 2024 Retiree Chapter Convention. The State Chapter's Executive Board to subsidize Local Retiree Chapters by paying for the registration fees for each Chapter's President plus one Convention delegate from the Chapter. In addition, members of APWU Retirees Department who reside within the 496 area may attend the Convention on April 19 with their registration fee paid by the State Chapter. This is a policy initiated by the founder of the State Chapter, the late (and much lamented and missed) President Al LaBrecque. I urge all who can to attend our own local exercise in participatory democracy.

Hostile Work Environment

continued from page 2
moval from the Postal Service.

Unfortunately, management is not practicing what it preaches. There are numerous incidents where management is not applying this section of the ELM equally to management. It is clear that "no tolerance of violence or threats of violence by **anyone at any level of the Postal Service**" applies to management as well. Hostile working environment can be caused by management, co-workers and customers as well. In my experience there has been a number of cases of assault by management, co-workers and customers as well.

Management is obligated to, not simply brush complaints of harassment under the rug, but follow the procedures as set forth in Publication 552, Manager's Guide to Understanding, "Investigating, and Preventing Harassment" and to hold management to account equally. There should be no double standards.

Publication 552 sets forth the policies and procedures that the Postal Service must follow when harassment has been reported and an investigation is launched. In addition, if you are being subjected to a hostile working environment, you should request union representation to assist you. You also can reach out to EAP (Employee Assis-

tance Program) to assist you.

In addition, *The EI-801 Supervisor's Guide to Safety* clearly states what responsibilities supervisors have in regards to safety. It states that employees have the right to report unsafe and unhealthy working conditions on a *PS Form 1767, Report of Hazard, Unsafe Condition or Practice*. Harassment and hostile work environments are unhealthy and should be reported on a PS-form 1767 and given to a management official This EL-801 then outlines

what a supervisor must do when a 1767 is completed by an employee.

The American Postal Workers Union believes strongly in the basic premise that all of our members have the inherent right to come to work every day without fear of encountering intimidation, humiliation, actions intended to embarrass and/or belittle, bullying, harassment or other inappropriate behavior(s).

Do not suffer in silence, request Union Representation.

In Solidarity.

Michigan Messenger
Deadline for
Newsletter
Submissions
April 26, 2024



2024 MICHIGAN STATE RETIREE CHAPTER 12th Biennial Constitutional Convention Friday, April 19, 2024 Park Place Hotel and Conference Center Traverse City, Michigan

MPWU STATE RETIREE CHAPTER CONVENTION CALL

The 12th Biennial Constitutional Convention of the State Retiree Chapter, Michigan Postal Workers Union, AFL-CIO, will convene on **Friday, April 19, 2024** at 9:30 a.m. at the Park Place Hotel and Conference Center in Traverse City, Michigan, in conjunction with the 28th Biennial Constitutional Convention of the Michigan Postal Workers Union, AFL-CIO. If business is not completed by adjournment on Friday, the Convention will reconvene on Saturday. Time to be announced.

Registration: Thursday, April 18, 2024: 8:00 a.m. - 3:00 p.m.; Friday, April 19, 2024: 8:00 a.m. - 10:00 a.m.

Hotel Reservations: \$109.00 (plus applicable taxes (6% state sales tax and 7% county assessment)) – Park Place Hotel and Conference Center, 300 E State Street; Traverse City, MI 49684. Phone: (231) 946-5000. Be sure to tell/mention to reservations that you are with “Group – MPWU” to receive the proper room rate.

Registration Fee: \$75.00**State Retiree Chapter E-Board officer registration fees will be included in expenses. (No registration fee will be charged for one-day commuter retiree delegates.)

Meals: Everyone will be on their own for meals. State Retiree Chapter E-Board officers’ meal expenses will be included in their per diem, beginning with Wednesday dinner, and ending with Saturday dinner.

Delegates: Article 10, MPWU State Retiree Chapter Constitution states: “The voting strength of member Local Retiree Chapters at Convention shall be one (1) vote for every twenty (20) members, or fraction thereof. Representation shall be based upon the membership of each member Local Retiree Chapter in the year preceding the Convention. Members -At-Large shall be entitled to one (1) vote each. Each MPWU State Retiree Chapter officer holding an elective office shall have a voice and one (1) vote and shall be a delegate to the MPWU State Retiree Chapter Convention.” (NOTE: In order to fulfill these provisions, Local Retiree Chapters are requested to bring their Local Chapter dues rebate printouts to the Convention to verify the voting strength of each Local Retiree Chapter. While it may not be necessary, we want to be correct and without question).

NOMINATION & ELECTION OF OFFICERS: Article 6. “Elections”. All regular elections shall be held in conjunction with the election of officers of the Michigan Postal Workers Union, AFL-CIO. Officers shall be elected by secret ballot vote. Notice of election shall be advertised in the Michigan Messenger at least thirty (30) days preceding the election. Nominations and

elections procedures shall be in accordance with the MPWU Constitution. Appeals to the conduct of elections shall be in accordance with the elections appeals procedures of the MPWU Constitution.”

ARTICLE 5. OFFICERS.

Section 1. “The elected officers of this State Chapter shall be: President, Vice-President, Secretary-Treasurer, and up to three (3) Trustees.”

Section 2. “To be eligible for office, a member must be in good standing for three (3) months immediately preceding the election, as certified by the Secretary-Treasurer.”

Section 3. “To be eligible to vote in an election of officers, a member must be in good standing for the three (3) months immediately preceding the election as certified by the Chapter Secretary-Treasurer.”

Nominations for State Retiree Chapter officers will be the last order of business prior to lunch recess on Friday, May 20th. Elections of State Retiree Chapter officers will be conducted at 3:00 p.m., **Friday, May 20th**. Election results will be announced prior to adjournment on **Friday, May 20, 2024**.

CREDENTIALS: Credential cards will be issued to MPWU State Retiree Chapter Executive Board officers. Credential cards for Local Retiree Chapter delegates and M.A.L. delegates may be obtained from: Retiree Chapter President Paul Browning; 2664 Lakes North Drive, Interlochen, MI 49643, or call: (231) 275-6016; or e-mail: oldhipster54@hotmail.com. Local Retiree Chapter credential cards are to be filled out showing both the name of the delegate and Local Retiree Chapter represented. Credentials must be typed or printed and signed by the Local Retiree Chapter President and Secretary, or Secretary-Treasurer. Green Cards should be furnished to the delegates for exchange with the Credentials Committee in Lansing when registering. Return the Blue Card to: MPWU Sec.-Treas., Darren Joyce; P.O. Box 1124; Flint, MI 48501, no later than **March 1, 2024**.

Resolutions: Resolutions intended to be submitted to the MPWU State Convention for consideration by the MPWU State Convention delegates, must be submitted through a Local Retiree Chapter’s parent APWU Local for submission to, and received by MPWU State Exec.-Sec., Michael Long by **March 1, 2024**. Resolutions intended to be considered by the delegates to the State Retiree Chapter Convention must be submitted to the Trustees no later than 12 Noon, **April 19, 2024**.

If you have any further questions, concerns, or need more information, please contact Paul Browning.

BUSINESS AGENT



by
**Devendra
"D"
Rathore**

Document! Document! Document!

Happy New Year, 2024! I hope everyone remains in good health and follows the appropriate safety precautions necessary for staying safe.

Once again, I wanted to remind everyone to include supporting documentation in the grievance file.

Still, I found that most of the grievances we received at Step 3 and Direct Appeal (DA) are missing supporting documents, e.g. (Clock rings,

3971s, 3972s, overtime called, OTDL, statements, copies of RFI's request . . . etc.). When filing a grievance, I want to ensure that all the relevant documents you are arguing with are included in your Step1, Step2, and Additions and Corrections. If you do not receive a Request of Information (RFI) before appealing at Step 3 or Step 2 appeal to the arbitration, please argue that management failed to provide such information in the additions and corrections. The steward must include all the documents to support their argument to win cases.

At Direct Appeal (DA), management and the Union at Direct Appeal Review cannot add any new documents to the case file.

If you have a problem with the postal service Step 2 designee, if the designee failed to schedule or meet in accordance with Article 15, please include relevant documents such as schedule sheets, emails, or whatever other communication documents are used at the local level to the scheduled meeting at Step 1 and Step 2 to support your arguments in order to show that management failed to meet

at Step 1 and Step 2. Management is responsible for scheduling the union to meet at Step 1 and Step 2, not the union. If you cannot meet at step 1 or step 2 as expected, please reschedule in writing or move the grievance to the next level in a timely manner. All the extensions MUST be in writing.

The local sends all the documents supporting your case to the Step 3 and Step 2 appeal to arbitration to the APWU NBAs, which must also sent to the Labor Relations, USPS Tampa, FL.

In Solidarity.



by
**Keith
Combs**

Human Resource/Injury Compensation Director

On The Job Injury

Let's talk about the basics in getting your claim approved when an employee has a on the job injury.

There are three different claims that we should be familiar with. **A CA-1 is a Traumatic Injury** caused by a one-day injury caused on a particular day for example an APC rolls over your foot and breaks a toe.

The second claim is a **CA-2 Occupational Disease claim**. This claim is an overtime claim meaning it has been going for some time for example a claim for Carpal tunnel. The disease has been happening for more than one day.

The third is a **CA-3 Reoccurrence claim**. This claim is utilized when the approved claim has reoccurred for example the broken toe is swollen again and uncomfortable you see your physician and the bone isn't healing correctly.

The claimant should elect COP (Continuation of Pay) meaning the employees pay is continued by the employer for a period of 45 days as long as the claimant elected the COP within 30 days of injury. Too often management will input the incorrect code for COP. They will normally input the OWCP WOP code which is a different code. This will not allow for the payment of COP. COP is an entitlement for a Traumatic injury only.

Now let's talk about when you get injured. Once you have sustained an injury you must notify your supervisor. The supervisor should complete an accident report and assist you with the CA-1. The employee is now able to complete their own CA-1 on ECOMP with the Department of Labor. The claimant should seek medical treatment immediately. I will always say you should seek treatment from your own physician but you can see the doctor of your choice but choose wisely.

The employer should accompany



you to seek the medical treatment. The following forms should go with you. A CA-16 this form pays for your medical treatment. A CA-17 this is a

Duty Status Report to tell the employer of your limitations/restrictions regarding your injury and job. And the third is a CA-20 the Physician Report

where the doctor gives diagnose of his patient and medical reasoning and treatment expectations.

The physician must complete a narrative describing your diagnosis including IDC codes that identifies with the diagnosis. His/her treatment of the condition. He/she should describe what happened when the injury occurred and how the diagnosis and injury coincide.

I think this should help us become a little more familiar with how to handle our claims if we suffer a on the job injury. Local Presidents have for their assistance Regional Resource Assistants. To assist your locals with training. We are here to help. Contact the National Human Relations Director Daleo Freeman with any questions.

I hope this has helped to guide you if an unfortunate injury occurs.

I hope to see you all at the National Convention hosted by the Detroit District Area Local. God bless you.

AREA 11 DIRECTOR



by
**Debora
Goodacre**

I Really Want A Vacation

cidental annual leave (Requests not done per the Choice picks; including a day here and there) need to be requested on 3971s in duplicate.

Your Postmaster or management officials need to sign and date the 3971.

Then they have 72 hours to return the 3971 either approved or disapproved. If this does not happen, the request will be considered approved.

I cannot express enough how important it is to submit 3971s. Don't just talk about your leave request with your Postmaster months in advance and hope that you will get your well-deserved vacation. I have seen numerous situations where man-

agement waits until the week prior to your leave and then claims "needs of service" because they WILL NOT find coverage and your request is denied.

I have also come across incidences where management has been denying Sick Leave Dependent Care even when it's been requested (submitted on a 3971) in advance. Please contact me immediately if this happens.

With all of this said, I hope you ALL get the vacation leave you deserve.

I hope 2024 is a wonderful year for all of you.

Yours in solidarity.

Peak Season Is Over, How Did You Fare?

by David Yao

Happy New Year, it's 2024! If you are reading this you survived another peak season at the post office, so Congratulations! Due to an early printer's deadline, I am writing this in the first week of December (way back in 2023), but already there are early signs that the Postmaster General's gamble on not adding more holiday help is causing problems.

Parcel volume in delivery units, of course, went way up. Were there enough clerks to sort them all? Already I am hearing that managers are sorting the mail in various stations, and I just hope that grievances were filed to get people paid.

Maybe I'm just reading tea leaves, but it seemed that management was trying to limit clerk overtime, at least early on, not scheduling all the Overtime Desired List clerks to work their days off. Of course, that will change by mid-December, as the unrelenting parade of parcels in sacks, OTRs, gaylords, wire cages, hampers, and GPMCs pours through the station doors.

The website Government Executive ran an article on the USPS decision to only hire 10,000 holiday workers, down from 28,000 in 2022 and 45,000 in 2021. That breaks down to 4500 in retail and delivery, and 5500 in mail processing – nation wide. The article quotes PMG DeJoy as saying that additions to the career workforce had lessened the need. The article also says of this approach that management has acknowledged that "it comes with some risks."

COVID Is Back

Well, it never really went away. At Bitterlake in one week it took out two supervisors, three carriers, and two clerks, including myself. I was lucky. I tested positive on my lunch break on a Monday, stayed home and then tested negative the following Sunday, so returned to work Monday, wearing a mask. Another employee was put in the Intensive Care Unit, which hopefully will turn out well. Not sure why that case was so much worse, but that it happened to a smoker was probably not a coincidence.

One of the carriers who caught it returned to work when I did. He works a lot of hours and normally holds up well, but this time he looked worse than I had ever seen him. When I asked him about it, he said he felt fine after resting several days at home, but didn't realize how he would feel once back at work. I told him that I had felt the same thing, that it takes awhile for your energy reserves to come back.

Another clerk caught a different respiratory disease, RSV.

We still get a lot of customers wearing masks, and many, of course, who don't. I am happy that people are considerate enough to wear masks; they actually protect the wearer less than they do everyone around them. And we do get our coughing customers – I back away, as I sure don't want to catch whatever they have.

If you do catch Covid at work, you

can actually still file a workers compensation claim. But the hard part is proving you caught it at work, unless of course you get an outbreak like we had. And the math is not favorable, unless you are out of sick leave. A quirk of the compensation system is that, if you use your own leave, and your



claim is later approved, you do not get your leave back for free. You have to "buy it back" if you get compensation, paying a certain percentage – 25% or 33% (depending on whether you have dependents).

2024 Is A Contract Year

Our contract expires in September, so preparations for negotiations are already under way. If past form holds, we will get surveys in the mail from national APWU, asking us our opinions as to what priorities the union should have going into bargaining.

We can also pass resolutions at our local meetings, or the state convention in the spring, to send a message as to specific changes we would like to see made. I heard from a clerk in Redmond who worked in mail processing,

that she would like to see a uniform allowance for clerks who did not work the window. Later, I happened to see that our state organization had already passed a resolution asking for just that. But of course, that is not something we can get automatically, it would have to be achieved through negotiations.

If we do get a negotiated agreement that passes the eye test – there is a National Rank and File Bargaining Committee that would evaluate it and give thumbs up or down – it would go to a nationwide mail ballot of all members (nonmembers don't get a vote). Our current agreement was ratified by a vote of 94% in favor, only 6% voted no.

But if management asks for an unacceptable concessionary contract, like they did in the previous two negotiations, the alternative is to go to arbitration, where management and the union would each argue their case in front of a neutral arbitrator, who would make a decision on the issues where there was disagreement.

One important item that we want to hold onto is COLA – the Cost-of-Living Adjustment – given the damage that inflation can do. In 2022 we got raises of \$1.61 per hours from COLA alone, in 2023 it was a smaller increase. In 2024, we have two more potential COLA increases for the career payscale, in March and September.

— The Greater Seattle Postal Worker

Elder Fraud Awareness

The Postal Service wants retirees to be aware of elder fraud, to help protect seniors from being targeted by scammers. Elder fraud robs seniors of billions of dollars annually, with more than 8.68 million incidents of theft occurring every year.

According to the Justice Department's Office for Victims of Crime, the most common scams are:

- **Romance:** Scammers take advantage of people looking for partners or companionship through dating and social media sites.
- **Grandparent:** Scammers contact someone, typically by phone, claiming to be a family member -usually a grandchild -and state that they are in immediate financial need.
- **Government impersonation:** Scammers claim to be a government employee and threaten to arrest or prosecute victims unless they agree to provide funds or other payments.
- **Sweepstakes, charity, or lottery:** Scammers tell the victims they won a foreign lottery or sweepstakes but have to pay fees or taxes to collect.

Congress is currently considering a bill, the Financial Exploitation Prevention Act of 2023, to prevent seniors from, in some cases, being conned out of their life savings. Postal Service employees can play a role, too.

CyberSafe at USPS® offers the following tips to share with customers:

- **Know the signs:** Never give or send any personally identifiable information, money, jewelry, gift cards or checks to unverified people or businesses, according to a Federal Trade Commission report.
- **Share with care:** Be cautious about sharing personal information on social media sites.

• **Report elder fraud:** Victims should contact the Postal Inspection Service at uspis.gov/report or call its fraud hotline at 800-372-8347. The Postal Inspection Service's website and the CyberSafe at USPS Blue page have additional tips.

Source: <https://link.usps.com/2023/03/07/easy-targets/>

Our Deepest Sympathies

by Deb Gorney
Flint MI Retiree Chapter #271
MPWU Retiree Trustee

It is with heavy hearts we share the passing of Brother Mark Hart on December 15, 2023. Mark was a FMAL past President and a long time Union activist.

Our deepest sympathies to Mark's wife Susan (Hammel) Hart, their children, grandchildren and their families.

Mark and Sue met at the Flint USPS, soon married and current members of our Flint Retiree Chapter. Many of their extended family members also Flint PO employees and retirees. Our thoughts and prayers are with each of them in this difficult time.

Mark was known for the love of his family, union, sports and always had that great smile. Mark's life was celebrated in a beautiful service includ-



ing family, friends and many former co-workers. For more information, please follow the link; <https://martinfuneralhome.com/tribute/details/6571/Mark-Hart/obituary.html>

Rest in peace, Brother.

U.P. Lawmakers Protest Postal Changes

LANSING — Northern Michigan legislators are speaking out against the U.S. Postal Service's plans to modify mail service in the U.P. and discontinue the processing of outgoing mail at the facility in Kingsford.

"We are speaking with one voice to oppose this terrible plan to reduce postal services to the people of the U.P.," said Sen. Ed McBroom, R-Waucedah Township, in a news release Wednesday. "There is no partisan divide here. The U.S. Postal Service is pushing this change through manipulation and carefully worded press releases that do not tell the whole story about what they are trying to do."

The postal service has released details of the new investments it is making at the processing facility, but lawmakers say their releases do not make it clear if this will only be for incoming mail to the U.P. or if all mail sent from U.P. addresses will be processed in Wisconsin, even if it is coming back to the U.P.

"One of the few government services specifically prescribed in the Constitution is the right to postal service," said state Sen. John Damoose, R-Harbor Springs. "No matter how far the distance or remote the region, the Postal Service is duty bound to serve our residents. Curtailing services at the critical Kingsford processing and distribution center could further isolate our residents, which is unacceptable, unfair, and potentially dangerous."

The new program, called the "Optimized Collections Plan," which is part of the new law, "Delivering for America Plan," ostensibly seeks to make the Postal Service profitable and more efficient. Releases from the government have claimed a study of the need and functionality of the Kingsford facility



Sen. Ed McBroom, R-Waucedah Township

will occur, but changes to delivery and pickup across the U.P. have already occurred, lawmakers say.

Residents are now paying the same rates for two to four days deliv-

few of the concerns being brought to legislators.

"The U.P. depends on reliable mail service just like any urban area would," said state Rep. Greg Mark-

federal government promises that only five non-management employees will be laid off, however, others may be required to transfer. Losing more of our jobs and citizens is not what the Upper Peninsula and the state of Michigan need right now."

State Rep. Jenn Hill said her main concern is maintaining efficiency.

"I'm deeply concerned that the transfer of these essential functions to another state will diminish the speed and efficiency of mail in our communities," said Hill, D-Marquette. "Our local postal workers are dedicated to ensuring U.P. residents receive their packages on time, without interruptions. I'm strongly opposed to any changes that will compromise the reliable service our residents have come to expect."

The U.P. legislators introduced resolutions in both chambers of the state Legislature condemning this change and asked the federal government to reverse this decision. McBroom sponsored Senate Resolution 92 and Damoose sponsored Senate Concurrent Resolution 14, both of which passed the Senate on Wednesday morning. House Concurrent Resolution 12, sponsored by Hill, was adopted by the Michigan House of Representatives. House Resolution 184, sponsored by Markkanen, did not receive a vote Wednesday.

Additionally, U.S. Rep. Jack Bergman, R-Watersmeet, has announced his opposition to the plans released by the postal service.

"The U.P. has long suffered from the continuous depletion

of services, from both the state and federal government," said state Rep. Dave Prestin, R-Cedar River. "This processing facility is the only one in the U.P., and it's central to the timely processing and delivery of our mail. Taking even more essential services away should be completely off the table. This is a critical piece of infrastructure that we can't afford to lose."

State Rep. Neil Friske agreed, adding he hopes this decision is reversed.

"I believe the federal government is making a huge mistake by taking away good-paying jobs from an area that has relied on those jobs being there for years," said Friske, R-Charlevoix. "I sincerely hope they scrap their plans to eliminate outgoing mail at this processing center. I stand shoulder to shoulder with the other U.P. Legislators on this issue."

Copies of the resolution were sent to Gov. Gretchen Whitmer, President Joe Biden, federal lawmakers and the U.S. postmaster general.

The new program, called the "Optimized Collections Plan," which is part of the new law, "Delivering for America Plan," ostensibly seeks to make the Postal Service profitable and more efficient.

ery in the U.P., which was next-day delivery at the beginning of January. Issues regarding the timely delivery of medicines, business and industry parts, and very critically, legally required water samples are just a

kanen, R-Hancock. "It sure feels like, on a good day, the U.P. is merely forgotten. On days like today, we get targeted. If I had to choose, ignoring us would be preferable. It isn't broke, please leave it alone. The





APWU
American Postal Workers Union, AFL-CIO

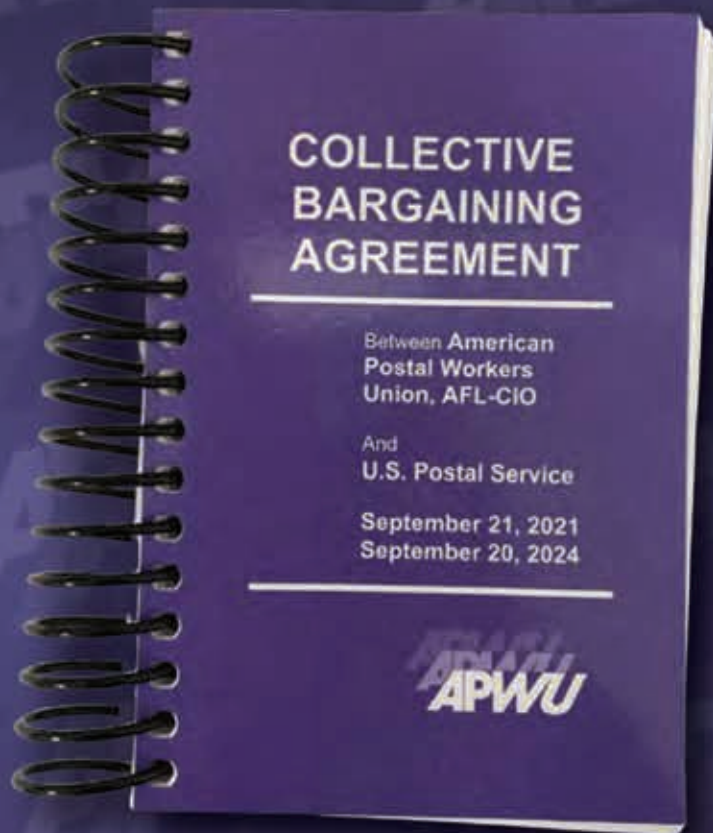
2024 Contract Campaign Slogan Competition!

APWU actively employed and retiree members, & the APWU Auxiliary: Submit slogan ideas for the 2024 Contract Campaign!

With the opening of contract negotiations just months away, APWU national officers are calling on actively employed members, APWU retirees, and auxiliary members to submit slogan ideas for the 2024 Contract Campaign.

From start to finish, our campaign for a strong, fair new union contract will be driven by you, the APWU members. Since our first collective bargaining agreement in 1971, we have stood together time and time again to strengthen our wages, our benefits, and our rights in the workplace.

Now it's our time to renew our commitment. Lend your voice to the campaign by creating a slogan for our upcoming contract negotiations as we fight for good wages, strong benefits and workplace protections that ensure our essential service is adequately staffed for years to come.



ENTER FOR
A CHANCE
TO WIN:

FIRST PRIZE:
\$2,500

SECOND PRIZE:
\$1,500

THIRD PRIZE:
\$500

CONTEST RULES:

1. Open to all actively employed APWU members, APWU retirees, and auxiliary members.
2. Must be submitted no later than April 20, 2024 (exactly five months before our contract expires)!
3. Enter as many times as you wish by filling out the online form at apwu.org/slogan or emailing ncc@apwu.org. Ideas can also be submitted by mail in a letter addressed to:
APWU Contract 2024
National Campaign Committee
1300 L Street, NW
Washington, DC 20005
4. Include in the submission your name, address, phone number, email, local/state/chapter name, Employee ID number, and union title (if applicable).
5. By entering the contest, participants agree to grant the APWU exclusive rights to use the chosen entry.
6. The winning entry will be determined by the APWU National Executive Board. The Board reserves the right to pick a second and third place entry to be used as a secondary slogan.

Remember to keep the suggestions focused and short - it will need to fit on T-shirts, buttons and stickers. The winner will be featured online and in *The American Postal Worker* magazine.



WE WON'T BE SILENCED



**Stop The USPS Optimized Collections plan implemented
January 8, 2024**

The Postmaster General and Postal Board of Governors are gagging the American public from speaking out about the poor postal services in our communities. PMG Louis DeJoy, in addition to dismantling delivery service standards is also dismantling long established opportunities to address the ruling Board of Governors who are responsible for the postal services provided to all Americans.

STIFLING PUBLIC COMMENT IS UNAMERICAN

Why silence the voice of Americans who care about the quality of mail service, long lines, increased postage, misdelivered mail and delayed mail?

The PMG's misnomer Optimization Collections plan has been decried for the delayed mail service, nonsensical relocation of postal operations to far away distant cities. The Post Office lines are getting longer, under staffing is an issue nationwide, postage is increasing and our community postal facilities are losing postal workers. Americans have a right to have their voice heard!

VOICE YOUR PROTESTS OVER SERVICE AND THE GAGS

The next scheduled meeting of PMG DeJoy and the Board of Governors is February 8, 2024. Also a letter writing campaign is being organized to allow ALL AMERICANS to speak out about problems they are having with their post offices and mail service. We urge you to write about your issues - mail letters to **WE WON'T BE SILENCED, PO Box 68 Hurley NY 12443**

You may also send your protests via email to: wewontbesilenced2024@gmail.com

Join Postal Union Advocates, Community Leaders and Concerned Citizens to Keep The People's Postal Service For The People and By The People.

Public input will be considered as part of the review. A public meeting will be held to share the initial results of the study and to allow members of the local community to provide their feedback and perspectives on the Initial Findings of the Mail Processing Facility Review (MPFR). **The meeting will be held on Thursday, February 8, 3:00 PM at the Kingsford Armory, 401 S Carpenter Avenue, Kingsford MI 49802.** A summary of the MPFR will be posted on about.usps.com at least one week prior to the public input meeting.



Members of the local community may submit comments at <https://www.surveymonkey.com/r/mpfr-iron-mountain-mi>. All written comments must be received by February 23, 2024.



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