



Winter, 2007

— PROUD MEMBER OF THE POSTAL PRESS ASSOCIATION —

# Bay State Postal Worker

AMERICAN POSTAL WORKERS UNION OF MASSACHUSETTS

[www.apwuma.org](http://www.apwuma.org)

## THE PRESIDENT'S REPORT

# Our Debt Of Gratitude

by Art MacNeil, President

Dear APWU Sisters and Brothers,

I didn't really expect to be writing for this edition as your president, but that just goes to prove that things keep changing. As most of you know, Brother Nick Zeo has decided to take a couple of steps back while he plans his retirement over the next few months. This organization owes him a debt of gratitude for his 30 plus years of service, and his commitment to continue to serve working families in Massachusetts. I know that Nick seeks no praise, and actually shies away from it, but after working with him for many years, I can attest to the fact that this man has always walked the walk, and I'm proud to call him my brother.

I'll also use some of this space to thank Sister Lorraine Sawyer for taking on the responsibilities of Executive Vice-President. For those of you who don't know her, she has been an active member of her Cape Cod Area Local for many years, as a steward, elected officer, and an area rep. She is one of the longest serving members of the State E-Board. I value her knowledge, and her advice. Thank you, Lorraine.

I was very pleased to accept an invitation from the South Shore Area Local earlier this month. President Don Sheehan and his crew did a great job hosting one seminar on LMOUs and another on basic and advanced steward training. All of the New England Business Agents plus Maintenance N.B.A Charlie Wilcox and Motor Vehicle N.B.A. Joe LaCapria took part in the training, as did National Clerk Craft Director Jim McCarthy. These events were followed

later that evening by the South Shore Area Local installation of officers. If you've ever attended any event hosted by LBABOY, you know a good time was had by all.

While at the aforementioned Seminar, we had the opportunity to hold an E-Board meeting with most members present. We were also honored with the presence of Brother Bob Haynes, President of the Massachusetts AFL/CIO. He has asked us to take advantage of the nationals' offer to pay half of the per capita for every local that pays on 100% of its membership. I also strongly encourage every local that can possibly afford to do this to pay on 100%. We are an integral part of the state federation, and should pull our weight if we can. I remember many years ago when Brother Bill Hogan, then Legislative Director for the state organization, was first put on the Executive Board of the Mass AFL/CIO, and how proud the APWU of Massachusetts was at that time. Today, we have 3 vice-presidents on board, and officers and members in every central labor council in the state. If your local isn't paying on 100%, please revisit this situation when you are fiscally able to.

Another topic of discussion was the state newspaper. While we have a constitutional obligation to publish the Bay State Postal Worker 4 times a year, we can't do it if no one submits articles. Brother Fred Lowney, President of the Springfield Area Local, has brought up the idea that we publish one paper for the state comprised of sections from each local. We could share the cost of printing and mailing on a pro-rated basis, save money, and not re-

hash the same articles for the state and local papers. The general consensus was that this is an idea whose time has come.

Brother Moe Le Pore, President of Boston Metro, suggested a New England, New York, New Jersey convention. Talk about solidarity. Everyone seemed to like the idea, and Brother Ken Fitzpatrick, our State Secretary Treasurer, is communicating with the other state leaders to see how they feel about the issue.

Let me add, I'm very pleased to have a negotiated contract. Its not perfect, but it looks better than some of the arbitrated contracts of the past. I'm sure I'll have more to say when I understand it better.

I'm even more pleased to have a democrat back in the corner office. It's a feather in the cap of the APWU to have influenced the outcome of many elections throughout the country. President Burrus released a lot of folks to work on elections, and we had a definite impact. Let there be no doubt the APWU is a force to be reckoned with. We have earned respect in the labor community and in the political arena. Let's stay united and spend our political capital wisely. Let's not squander what we've all worked so hard to gain.

One last thing. If you have a moment when you are sitting at the keyboard, please stop by the state web page@[www.apwuma.org](http://www.apwuma.org). Brother Fitzpatrick does a great job as Web master and he also streams Labor Talk, the cable show from our friends at S.S.A.L., Brothers Don Sheehan and Media Relations Director Ross Baker.

In Union Solidarity.

## NOTICE OF NOMINATIONS

This is a notice of the upcoming elections to be held at the 2007 State Convention in Springfield, Ma. The dates of the nominations will be Saturday June 2, 2007.

The following offices will be up for elections to fill the term from for the period from June 2nd 2007 through the date of the 2009 State Convention.

PRESIDENT  
EXECUTIVE VICE PRESIDENT  
SECRETARY/TREASURER

EDITOR  
LEGISLATIVE OFFICER  
MEDIA RELATIONS DIRECTOR  
DIRECTOR CLERK CRAFT  
DIRECTOR MAINTENANCE CRAFT  
DIRECTOR MOTOR VEHICLE CRAFT

*The Craft Directors will be elected from their respective crafts, the remaining officers will be elected by all the elected delegates present.*



Bay State Postal Worker  
Post Office Box 801  
South Dennis, MA  
02660

Change Service Requested

# 2007 APWU Of Massachusetts State Convention

by Kenneth L. Fitzpatrick,  
Secretary Treasurer

Official notification is given that the 2007 A.P.W.U. of Massachusetts State Convention is being held in Springfield, on 1, 2 and 3 June. The convention headquarters this year is the Sheraton Springfield at Monarch Place. This year's host local is the Springfield MA

Area Local, Fred Lowney, President.

All locals are reminded that they must pay their 2007 State per capita tax in full prior to the convention. As you know, any local who has not paid their per capita tax in full will not be allowed to vote at the State Convention.

Daily sessions and convention procedures will be governed by the constitution and by-

laws of the A.P.W.U. of Massachusetts.

Also attached is the official "Notice of Nominations" for the state officer positions being elected at this convention. Please ensure this notice is available to our membership.

Resolutions and proposed constitution changes to the A.P.W.U. of Mass. constitution and by-laws should be submitted to the Secre-

tary-Treasurer prior to May 6th, 2007. The following form should be followed for resolutions:

1. Appropriate title or subject matter.
2. Name of local sponsoring resolution.
3. The body of the resolution.

I will be looking forward to seeing you at this year's convention.

In Union Solidarity.

## Stop The Slaughter!

by Gene Bonacci,  
Area 017 Rep.

Brothers and Sisters,  
This article is dedicated to a topic that has been discussed and re-discussed ad infinitum. It focuses on the manner in which window clerks, or Sales and Service/Distribution Associates, are doing their jobs in certain instances.

**I must caution you that the mere appearance of improper procedure in handling transactions at the window will expose you to investigation by the Office of the Inspector General (OIG) and possible termination of your employment with the Postal Service.**

Time after time arbitrators are ruling against us in removal cases which revolve around **mishandling** of postal funds. In some cases arbitrators have written that, in their opinion, whether or not a loss of postal funds has occurred, postal management had just cause to remove the employee/grievant for not following the

procedures you were trained in.

You are responsible for every penny that you handle in the performance of your duties as a postal employee. There are numerous contractual requirements that establish this fact beyond question. Management has to be able to trust us to perform our duties "conscientiously and effectively".

All management needs is an excuse to say that they can't trust you to handle postal funds. That's when they invoke Article 16.7, and place you in an *Emergency Off Duty Status*, most often without pay, pending the results of their investigation.

Be aware that once you get to this point, the OIG already has some kind of "evidence" that something is not right. In many of the cases I've seen, attention is first drawn to a window clerk who is not entering all transactions into the POS terminal. Video surveillance is usually installed by the OIG and they record what you do at the window and safe at their convenience.

Another red flag goes up when the **No Sale** key is used. There are rare instances when this key is legitimately necessary to use.

What do you suppose the OIG or your typical Mystery Shopper (supervisor in disguise) thinks if they see a window clerk putting money in his/her pocket? You may have perfectly legitimate reason for doing it, **but it appears that you are doing something inappropriate. That's all they need to go for your job!**

I am all too familiar with the problems a window clerk has to deal with day in and day out — lines of customers out the door, not enough people on the screenline, asking each and every customer a series of security related questions, offering customers other services provided by the United States Postal Service, not having enough stamps, inept supervisors, etc. etc.

I know you are all trying to be conscientious in providing service and keeping the line moving, but in this environment your conscientiousness can and does work against you. Why? Because human nature practically dictates that when you feel rushed or hurried, you take shortcuts.

**Don't take shortcuts!** You only put yourself at risk by doing this. You must follow **all** of the procedures you received training in — **to the letter**, or you're asking for trouble.

Believe me. I know you window clerks are much more committed to providing service to our customers than any management official or OIG agent that I've ever met.

Who cuts jobs? Management does.

Who hides in their office when irate customers accost you? Management does.

Who eliminated the use of customer complaint cards? Management did.

Need I go on?

I would like to offer some suggestions that I hope each of you will give **serious**

**consideration** in performing your duties every single day.

### DO NOT EVER

- Put money in your pocket, wallet, purse, etc.
- Co-mingle personal money with postal money
- Make change with personal money
- Put personal items such as keys, lottery tickets, birthday cards, etc., in your cash drawer.
- Hit the "No Sale" key when making a sale
- Take shortcuts

I'm certain that you can expand on this list. My suggestions reflect on specific instances that have been the reasons for discharge of our members.

I have only two suggestions which I believe merit equally serious consideration to protect yourselves and your jobs:

### ALWAYS

- No matter what — do it the way you were trained to do it
- Enter each and every transaction into the system

In closing I would like to quote the arbitrator who made a recent decision which resulted in the termination of a window clerk

*"It is apparent that the Grievant knew, or certainly ought to have known, that she was required to scan all sales into the POS system. The justifications she offered at the PDI was that she was trying to save time. According to the Grievant, she would enter these transactions into the POS system later in the day. This is hardly a valid excuse. The Grievant was obviously trained to input every transaction into the POS system. Nonetheless, her actions are clearly contrary to the training she received."*

It is my fervent hope that this article may help you in dealing with responsibilities day in and day out.

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## Divided we fall...



In unity there is strength!

# XATA System

Bill Weaver, M.V.S. Craft Director  
CDL CHECKS

As a commercial driver, management may check your commercial driver's license and your medical examiner's certificate at anytime. However, in the recent past, management started taking photocopies of your CDL every six months, which was a little ridiculous. Through an agreement reached between the union and Steve Kennedy, Manager of Transportation & Networks, management will only make photocopies of your CDL at the time of its renewal, which is every five years. Man-

agement will make one photocopy of your CDL, which will be kept secure in your tile in the offices of Transportation & Networks on the 4th floor of the GMP.

## XATA SYSTEM

Last spring I wrote an article in the *Bostonian* informing you about the Xata System, the Postal Service's on-board computer system installed in the new fleet. The Xata System was supposed to have a vast amount of applications, including the ability to download data from a Global Positioning

Satellite or GPS, which could track every vehicle in the fleet.

Typically, the Service invested millions of dollars on this system, and subsequently discovered that it just doesn't work as expected. In fact, management attempted to implement the system in Boston last summer, but could not get it operational. Apparently, management at the headquarters level is reevaluating the system and may decide to scrap it altogether.

From our perspective this would be a good decision. I could understand the value of

such a system if your fleet operated in an environment, where it traveled to different destinations every day over the interstate highway system. This is not the case for us — we service the same stations, facilities and vendors everyday.

It is our belief that management never intended to use this system to improve its operational efficiency; rather we believe they intended to employ the Xata System in a punitive fashion, purely to monitor its employees.

Semper Fi.

# A Look At The Future

by Steve Mello,  
Mass APWU Rep 019

On 11/08/2006 a fatal accident occurred at the Springfield L & DC. The deceased employee was a casual. This was a tragic accident and we all grieve for the family. This could just be the beginning of incidents like this happening in the postal service.

## WHY, YOU ASK?

This employee was a casual performing the duties of an expeditor, a position normally held by clerks in the bargaining unit. The driver of the vehicle that struck the ca-

sual was a contractor performing yard jockey moves which is work normally done by tractor trailer drivers of the Motor Vehicle craft.

This is exactly the way the postal service wants to operate in the future.

Look at what they proposed at contract negotiations. Elimination of the no-layoff protection! Instead of being excessed within the craft or moving to another section or craft within the installation, you could be laid off!

## INCREASED USE OF CASUALS

The full-time workforce would be a thing of the past. There would be no opportunities

to maximize the full-time workforce because the postal service would increase the use of casuals taking hours away from PTFs and virtually eliminating use of the OTDL. Please note that the postal service is not looking to change the contract provision that PTFs are only guaranteed 4 hours a pay period. In fact, the postal service would like to make us a part-time workforce rather than full-time.

## ELIMINATION OF LOCAL NEGOTIATIONS

Local negotiations control the pecking orders of the OTDL and holiday scheduling.

We would be working at the whim and needs of our supervisors and I'm sure their "pets" would be taken care of. Other provisions that would be affected are reposting of jobs due to changes in duties or start times, applications of seniority and length of job postings.

So the question is: Will casuals and contractors be the future workforce of the postal service while career full-time employees become extinct?

One last note on the accident. As career employees we all receive safety and service talks that we have to sign off on. Are casuals and contractors held to the same standards?

# A New Contract — A New Day

by Moe Lepore,  
Area Representative 021

As this New Year begins, it brings with it a new ratified national contract.

Our new contract will certainly change the way the United States Postal Service does business with American Postal Workers Union from here on in.

Before I speak about the salient provisions of our agreement, please allow me to voice the following. No contract addresses all concerns for brothers and sisters who belong to a union negotiating for them, especially one of this magnitude with all the adversarial history attached to the relationship of labor and management in the United States Postal Service. We have, however, made strides in many areas that were badly needed.

Oh sure, there are those brothers and sisters who state that we should have gone to arbitration rather than agree to this tentative agreement, but the overwhelming majority of union members voting strongly disagreed and for good reason. Arbitration is never the best alternative.

In the past, arbitrators have given us T.E.s; taken our part-time to full-time ratio from 90/10 to 80/20 ratio; taken a piece of our night differential; gave birth to new entry step for all levels, etc.

The 2001 contract, which was arbitrated, was the first one whereby the arbitrator recognized that postal employees enjoy a wage premium above those who do similar work in the private sector. With that statement began the U.S.P.S. comparison arguments that we are overpaid — where have we heard that before?

A.P.W.U. has also been warned by a past

national arbitrator that we enjoy the luxury of paying a small percentage of health care premiums — another charge we have heard over and over by the employer.

The justified hue and cry from A.P.W.U. of our need for higher wages would never have resulted in an upgrade for all crafts, all levels — not ever!

At issue in this contract is the 360 day casuals in 200 plus man year offices. I guess it depends where you are from that dictates many brothers' and sisters' positions on the matter. Coming from a large local and having dealt with hundreds of casuals, please let me say a few things on this volatile issue.

Presently, the U.S.P.S. can move casuals from mail handler to clerk day to day. Now manpower has control for their hours. It was almost impossible to track adequately and prove they are working in lieu of unless at the local level we kept vigil 24/7, and then we still had to show the violation. They work 3 months — as a clerk. They work 3 months as a mailhandler, 21 days at Christmas. There was no protection for the clerk craft as to what work they could do, what tour, etc. Now at least there is.

We have restrictions on overtime vs. the overtime desired list. Now anyone can tell you that casuals only work overtime after 40 hours and that is correct; however, the intent is clear. Our local has begun dialogue with the employer to ensure that the overtime desired list will **always** get overtime before the casuals' hours are **extended** in any office.

We now have a larger buffer for our members who continually are forced in on every holiday, and we will use the casual as a buffer for those not on the overtime desired list.

Casuals will never leave this industry, and don't let anyone tell you different. It is a career issue and we can now have input as to how they impact our local. The daily denials of annual leave due to the b.s. mantra, "services required", should abate now with year long casuals.

We are hoping to negotiate that volunteers for the holiday work — full time regular, part time regular first, then **casuals** before anyone is forced.

Along with other well publicized achievements, our economic package allows us to continue to see our pay rise while our increased contribution to health care rises 1% each year. Even when this contract is done, postal workers will be paying at least 10% less than all federal workers.

Custodians and window clerks will at last be finally upgraded in 2008 — after years and years of being left behind by the employer — not A.P.W.U.

Please remember that this casual 360 agreement and the full time work force in 200 man year offices is only in the clerical craft, as M.V.S. and maintenance did not want to partake in this agreement due to the nature of their work.

This contract was ratified by you, the rank and file, and in doing so you secured 4 more years of No Layoff protection and continued COLAs, 2 pay raises, and one huge upgrade.

Our security provisions have been strengthened.

Jurisdiction was addressed at these negotiations and, as promised at this year's National Convention, A.P.W.U. has filed a lawsuit in U.S. District Court charging that the National Postal Mail Handlers Union

(NPMHU) and the U.S. Postal Service have violated a national-level three-party agreement that establishes procedures for resolving disputes over work assignments.

The spiriting away of our work has got to be challenged in every arena.

Despite the protestations of the NPMHU about this lawsuit, it is a sad commentary on them for forcing a sister union to court to stop the taking of, what we believe the facts and evidence to be — our work!

We can't even get to the merits on many issues as our right to **negotiate** is stripped from us by both named parties. We will not as a great union sit on our collective rears and take a back seat to anyone. As Hall and Oates say, "*We can't go for that, no can do!*"

We have weathered attacks from all sides in all three crafts for 35 years. We're still standing and still leading the way in this lightning paced industry called the Postal Service. Here's hoping A.P.W.U. can show the courts the long road of obstruction A.P.W.U. has traveled in this arena known as "399", more commonly known as the "Black Hole".

At long last we have secured the hard fought right to use our sick leave for a death in the immediate family. Like many brothers and sisters, I railed at the prospect of having to use annual leave or get a doctor's note for having the gall to be ill due to losing a family member. We can now take up to three days of sick leave under Dependent Care; any leave needed beyond that is subject to regular leave provisions.

Let's take a brief moment to explain our position in this matter. If a brother or sister

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# A New Contract — A New Day

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suffers the loss of an immediate family member (immediate is defined as mom, dad, brother, sister, husband, wife) and goes beyond the three days needed with further evidence, the Service will have a battle on their hands if they use these days as evidence in discipline regarding "failure to be regular in attendance". Long gone are the days of bringing in an obituary notice for the death of an immediate family member.

In the early part of December I sent a letter to two Cambridge newspapers to inform the public that long lines and short-staffing is by design by United States Postal

Service management. Hopefully we will be able to exert pressure on the "powers that be" to staff properly and, at the very least, the public now gets to hear the union's side of the staffing fiasco that is Cambridge and Boston. A.P.W.U. will also be going to local papers in Boston in the not too distant future.

Local negotiations will begin in April and Boston Metro will enter into discussions with the employer to strengthen our Local Agreement. We will soon be soliciting for ideas for these upcoming negotiations from the rank and file in our crafts.

Pardon me while I scream. What in the

Lord's name is it going to take to get the non-members into this union? Although this fight is arduous and really frustrating, we will not be swayed from our mission of organizing the unorganized. Remember, the pressure to join must still come from the rank and file and the union together.

PLEASE, PLEASE don't swing with them or break with them, if possible. Why should you when they won't pay their freight, but demand that you do so they can enjoy everything for nothing?

Let's end the free lunch and over time, hopefully, many will come to their senses. And if they don't, why would we want to

associate with people who view you and me as chumps for paying their way, with no sign of accountability for treating us as such? Yet, they are the first ones to call and ask when our pay raise or COLA kicks in. Makes me want to holler, throw up both my hands. Truth be told, some scabs I won't even talk to unless I have all my shots. I guess freedom is free for some of us.

GOD BLESS YOU AND THE U.S.A.!

FIGHT THE TYRANNY!

STAND UP FOR YOUR RIGHTS!

SUPPORT YOUR UNION!

THIS IS AMERICA!

## First Annual Scott Miller Rescuer's Award

Attention all APWU Members:

Scott Miller was a member of the Boston Metro APWU since 1985, a member of the Executive Board, a Trustee, and a shop steward at the General Mail facility in Boston. Tragically, he passed away suddenly in August of 2006. Scott had many noteworthy accomplishments during his career but is especially remembered for several acts of lifesaving where his special training, emergency skills, and grace under pressure allowed him to resuscitate victims of heart attacks and choking.

In memory of Scott and in recognition of

his accomplishments the Boston Metro Local is proud to announce the introduction of the **First Annual Scott Miller Rescuer's Award**. This is a newly established award, to be given annually in recognition for lifesaving acts and heroic actions of a similar nature.

The award will be bestowed by the Boston Metro Local upon that individual whose lifesaving or first aid response in an emergency situation that best exemplifies the selflessness and competence demonstrated by Scott in similar incidents. The award consists of a certificate and a cash

award of one thousand dollars.

We encourage all APWU members across the country to submit nominations for this year's award to the address below. The award may be given to present and retired members of the APWU and to members of their immediate family. Nominations must be endorsed by your local APWU president or secretary/treasurer and must include a description of the act, the individual's relation to the APWU, and the full name and contact information of the nominee. Any documentation in the form of incident reports, newspapers, etcetera will

greatly aid the Boston Metro Local in deciding the winner, of the award.

Nominations must be received by September 1, 2007.

This first award is for eligible acts that took place up to the current time. Subsequent awards will be given on an annual basis.

Send nominations and supporting documentation to:

The Scott Miller Rescuer's Award Boston Metro Local A.P.W.U.

137 South Street #4

Boston MA 02111

## Enroll In The Wage Works Commuter Program Today!

Visit [www.wageworks.com](http://www.wageworks.com)  
Call 877-924-39671 TTY 866-361-8017

### ABOUT THE COMMUTER PROGRAM

Save up to 37% on commuting costs! You could easily save \$450 each year - or more, depending on your commuting costs. Save time. No more waiting in lines — have your fare cards, passes or vouchers mailed to you! And parking fees can be sent directly to your parking provider.

### ABOUT THE COMMUTER PROGRAM

The Computer Program allows Postal Service™ employees to choose the public transportation and parking they use and then to save money by paying for those commuting expenses through monthly pre-tax payroll purchases.

### HOW YOU SAVE MONEY

No federal income, social security, or Medicare taxes will be withheld when you pay for your eligible commuting expenses through the Commuter Program, so you will save money on taxes each month.

### ELIGIBILITY

You may participate in the Commuter Program if you are a career Postal Service™ employee.

### HOW THE PROGRAM WORKS

1. Jot down the public transportation and/or parking that you use for your commute to and from work.

2. Sign up at the Wage Works web site or call Customer Service toll-free (Wage

Works is the administrator for the USPS Commuter Program).

3. Money comes out of your pay before taxes. Since you save on taxes, your commute will cost you less.

4. Wage Works mails your public transportation fare media (fare card, pass, or tokens) to you, or pays your parking provider directly, in plenty of time.

5. You can enroll, change your election, or cancel at any time.

As an example, your bus pass costs \$100 per month. Sign up, and each month, \$100 will come out of your pay and be sent to the Commuter Program — Wage Works will use the \$100 to buy your bus pass and mail it to you. But your net pay won't go down by \$100 — it will only go down by \$63. So you save \$37 on your bus pass (plus it gets mailed to you — very convenient). At the end of one year, you'd save about \$450 in taxes. Your commuting expenses would have cost \$1,200, but by using the Commuter Program, they would only cost you \$750 — You save \$450!

### SAVE ON PUBLIC TRANSPORTATION AND PARKING

You can save money on two types of commuting expenses:

- Public Transportation — fares for riding buses, trains, subways, ferries and other types of mass transit, and vanpools.

- Parking — the cost of parking at or near your place of work, or a place from which you commute to work by mass transit, such as a park-and-ride lot.

When you enroll, Wage Works pur-

chases your public transportation fare media (such as subway, bus and vanpool passes, and fare cards) directly from your transportation provider and mails you whatever you need for your commute. The IRS maximum pretax purchase is \$105 per month. If you're commuting costs are over \$105, you can still use the Commuter Program — it's just that the tax break has a limit.

When you enroll for parking, Wage Works pays your parking provider directly (or you can file a claim if you don't have an agreement with a parking provider). The IRS maximum pretax purchase is \$200 per month. If your parking costs are over \$200, you can still use the Commuter Program — it's just that the tax break has a limit.

### ENROLLMENT

You may enroll in the Commuter Program anytime at [www.wageworks.com](http://www.wageworks.com) or by calling 877-924-3967, Monday through Friday, 8:00 a.m. - 8:00 p.m. Eastern Time (ET). Representatives are available until 8:00 p.m. ET except Saturdays, Sundays, and holidays. Employees who are deaf or hard of hearing may contact Wage Works Customer Service through TTY at 866-361-8017.

Enroll in the Wage Works Commuter Program today!

Visit [www.wageworks.com](http://www.wageworks.com)

Call 877-924-3967 / TTY 866-361-8017

There is no annual "open season" period. You may enroll or change your election during any monthly enrollment period for as long as you are a career employee.

### ELECTION DEADLINE

You must make your public transportation, vanpool or parking election(s) by 11:59 p.m. ET on the 10th of the month, two (2) months before the commuting month. For example, to order your transit pass for the month of August, place your order by 11:59 p.m. ET on June 10th.

### CHANGING YOUR ELECTION

If your commuting expenses change because you move, transfer work locations, have extended travel plans, have a change in your commuter costs — or you just change your mind—you can change your election. Log on to [www.wageworks.com](http://www.wageworks.com) or call Wage Works Customer Service.

The deadline for elections, changes, or cancellations is always the 10th of the month, two months before the commuting month. The last election you make before the 10th of the month will be the election used to make your purchase. For example, if you want to change or cancel your election for the August commuting month, you must do so by June 10.

### ELIGIBLE EXPENSES

Most public transportation (mass transit and vanpools) and parking costs you have for your commute from home to work, or back, are eligible for a tax break.

- Public Transportation (Mass Transit) — To find out which providers are available in your area, simply log on to [www.wageworks.com](http://www.wageworks.com) select the Public Transportation option, and select the fare

*continued on page 7*

# Rules And Guidelines For A.P.W.U. Of Mass. Scholarship Program

1. Applicant must be the son or daughter of an active or deceased member of the AP.W.U.

2. Applicant's parent must have been a member of the A.P.W.U., in good standing, for a total of at least one year immediately preceding application, or must have been a member for one year immediately preceding death.

3. Applicants for a scholarship must be made on an official application form. Completed application forms must be sent to the Secretary-Treasurer of the A.P.W.U. of Massachusetts at the below address. The scholarship committee, including three university professors, will make the decisions as to the awards. The decision of the committee will be final. Applications received after **April 30, 2007**, will not be accepted.

4. Applicant must be a senior attending high school or other corresponding secondary school.

5. Applicants must take the Scholastic Aptitude Test. The S.A.T. scores, secondary school records, and personal qualifications must be submitted with the application form by the requested deadline. Also, an essay of no greater than 300 words on a labor related subject must be submitted with the application.

6. Applicants will be judged by the S.A.T. scores, secondary school records, personal qualifications, major field of interest, references and an essay of no greater than 300 words on a labor related subject.

7. Scholarship recipient must attend an accredited college of his or her choice. The scholarship must be used towards pursuing an undergraduate degree.

8. The A.P.W.U. of Massachusetts will award one 4 year scholarship at \$1,000.00 annually.

9. If the scholarship winner fails to at-

tend college in the award year, the scholarship will cease.

10. Any parent in a supervisory or acting supervisory capacity will nullify the application of the student, regardless of local membership.

11. Applications must be received by **APRIL 30, 2007**, and sent to the

Secretary-Treasurer at this address:

Kenneth Fitzpatrick  
Secretary-Treasurer  
A.P.W.U. of Massachusetts  
76 High Street  
So. Hadley, MA 01075

**PLEASE MAIL FIRST CLASS MAIL ONLY NO SIGNATURE REQUIRED.**

## AMERICAN POSTAL WORKERS UNION OF MASSACHUSETTS SCHOLARSHIP APPLICATION

**THIS APPLICATION MUST BE RECEIVED BY APRIL 30TH OF THE YEAR OF GRADUATION.**

NAME (Print or Type) \_\_\_\_\_

Home Address \_\_\_\_\_  
(No. and Street) (City) (State & Zip Code)

Tele. # \_\_\_\_\_  
(Area Code)

I will graduate from \_\_\_\_\_ High School,

located in \_\_\_\_\_ in \_\_\_\_\_ of \_\_\_\_\_.  
(City & State) (month) (year)

Major Field of Interest: \_\_\_\_\_

My Parent is (or Legal Guardian is) a member in good standing of the \_\_\_\_\_ local for the past twelve months and is not in a supervisory or acting supervisory capacity.

I agree that should I become a successful candidate for the A.P.W.U. of Mass. Scholarship, I shall comply with all the rules and regulations set down by the scholarship committee. I understand that continuation of said scholarship shall be conditioned on evidence of satisfactory academic performance.

In the event I successfully compete for the A.P.W.U. of Mass. Scholarship, I hereby give my permission to the union to publish the attached essay, with my name, as was required for scholarship application.

Parent \_\_\_\_\_ Applicant \_\_\_\_\_  
(Signature) (Signature)

After filling out the above, take or send this application to the President or Secretary of the local to which your parent belongs for verification.

### OFFICIAL APPROVAL:

This is to certify that \_\_\_\_\_ is a member in good  
(Parent)

standing and has been for the past twelve months in the A.P.W.U. local of \_\_\_\_\_.

President's or Secretary's Signature \_\_\_\_\_

**Mail at once to:** Kenneth Fitzpatrick  
Secretary-Treasurer  
A.P.W.U. of Mass.  
76 High Street  
So. Hadley, MA 01075

## Notice To Injured APWU Employees

### DO NOT SIGN PS FORM 2488

Injured employees have many forms placed in front of them to sign. Most are standard DOL forms for OWCP. However, we are receiving calls from members that the Injury Comp office is requesting update info from limited duty employees and includes PS Form 2488 in the package they send out. The DOL Vocational Rehab nurse is also presenting this optional form to employees.

PS 2488 is a **Postal, not OWCP** form! It is an authorization for medical report— for your lifetime medical history. Do not ever sign this form!! It gives postal management authorization to dig through all your medical records from your birth to the present. The form is voluntary, not mandatory. Beware!

Postal Management has no business knowing your private, unrelated medical history and they have no right to pry into your personal information. *Do not allow them access* — if management or the rehab nurse tells an employee that they need to sign this form in order to process their claim, it is a lie.

Information obtained from a PS 2488 is used to deny claims and prompt workers comp fraud investigations by postal inspectors. Always read any form placed in front of you and insist on your rights under the law and our contract. If you have a concern, ask for a union steward.

— PPA Reprint

# Windfall Elimination Provision – Your Social Security Retirement Or Disability Benefits May Be Reduced

If you work for an employer who does not withhold Social Security taxes from your salary, such as a government agency or an employer in another country, the pension you get based on that work may reduce your Social Security benefits.

## WHEN YOUR BENEFITS MAY BE AFFECTED

The “windfall elimination provision” affects how the amount of your retirement or disability benefits is calculated if you receive a pension from work” where Social Security taxes were not taken out of your pay. A modified formula is used to calculate your benefit amount, resulting in a lower Social Security benefit.

The windfall elimination provision primarily affects people who earned a pension from working for a government agency and also worked at other jobs where they paid Social Security taxes long enough to qualify for retirement or disability benefits. It also may affect you if you earned a pension in any job where you did not pay Social Security taxes, such as in a foreign country.

For example, this provision affects Social Security benefits when any part of a person’s federal service after 1956 is covered under the Civil Service Retirement System (CSRS). However, federal service where Social Security taxes are withheld (Federal Employees’ Retirement System or CSRS Offset) will not reduce your Social Security benefit amounts.

Your Social Security will be reduced if:

- You reached 62 after 1985; or
- You became disabled after 1985; or
- You first became eligible for a monthly pension based on work where you did not pay Social Security taxes after 1985, even if you are still working.

## WHY A DIFFERENT FORMULA IS USED

Your Social Security benefits are reduced because Social Security benefits were intended to replace only a percentage of a worker’s pre-retirement earn-

ings. The way Social Security benefit amounts are figured, lower-paid workers get a higher return than highly paid workers. For example, lower paid workers could get a Social Security benefit that equals about 55 percent of their pre-retirement earnings. The average replacement rate for highly paid workers is about 25 percent.

Before 1983, people who worked in jobs not covered by Social Security received benefits that were computed as if they were long-term, low-wage workers. They received the advantage of a higher percentage of benefits in addition to their other pension. Congress passed the windfall elimination provision to eliminate this advantage.

## HOW IT WORKS

Social Security benefits are based on the worker’s average monthly earnings adjusted for inflation. This is a complex formula. If you do not understand it, let us know, and we will be happy to help you. We separate your average earnings into three amounts and multiply the amounts using three factors. For example, for a worker who turns 62 in 2006, the first \$656 of average monthly earnings is multiplied by 90 percent; the next \$3,299 by 32 percent; and the remainder by 15 percent.

The 90 percent factor is reduced in the modified formula and phased in for workers who reached age 62 or became disabled between 1986 and 1989. For those who reach 62 or who became disabled in 1990 or later, the 90 percent factor is reduced to 40 percent.

There are exceptions to this rule. For example, the 90 percent factor is not reduced if you have 30 or more years of “substantial” earnings in a job where you paid Social Security taxes. See the first table that lists the amount of substantial earnings for each year. If you have 21 to 29 years of substantial earnings, the 90 percent factor is reduced to between 45 and 85 percent. To see the maximum amount your benefit could be

Table 1

Year	Substantial earnings
1937–1950	\$900
1951–1954	\$900
1955–1958	\$1,050
1959–1965	\$1,200
1966–1967	\$1,650
1968–1971	\$1,950
1972	\$2,250
1973	\$2,700
1974	\$3,300
1975	\$3,525
1976	\$3,825
1977	\$4,125
1978	\$4,425
1979	\$4,725
1980	\$5,100
1981	\$5,550
1982	\$6,075
1983	\$6,675
1984	\$7,050
1985	\$7,425
1986	\$7,875
1987	\$8,175
1988	\$8,400
1989	\$8,925
1990	\$9,525
1991	\$9,900
1992	\$10,350

1993	\$10,725
1994	\$11,250
1995	\$11,325
1996	\$11,625
1997	\$12,150
1998	\$12,675
1999	\$13,425
2000	\$14,175
2001	\$14,925
2002	\$15,750
2003	\$16,125
2004	\$16,275
2005	\$16,725
2006	\$17,475

Table 2  
Years of substantial earnings

Years of substantial earnings	Percentage
30 or more	90 percent
29	85 percent
28	80 percent
27	75 percent
26	70 percent
25	65 percent
24	55 percent
22	50 percent
21	45 percent
20 or less	40 percent

reduced, visit [www.socialsecurity.gov/retire2/wep-chart.htm](http://www.socialsecurity.gov/retire2/wep-chart.htm).

The second table shows the percentage used depending on the number of years of substantial earnings.

## SOME EXCEPTIONS . . .

The windfall elimination provision does not apply to survivors benefits. It also does not apply if:

- You are a federal worker first hired after December 31, 1983;
- You were employed on December 31, 1983, by a nonprofit organization that did not withhold Social Security taxes from your pay at first, but then began withholding Social Security taxes from your pay;
- Your only pension is based on railroad employment;
- The only work you did where you did not pay Social Security taxes was before 1957; or
- You have 30 or more years of substantial earnings under Social Security.

## . . . AND A GUARANTEE

If you get a relatively low pension, you are protected. The reduction in your Social Security benefit cannot be more than one-half of that part of your pension based on your earnings after 1956 from which Social Security taxes were not deducted.

## CONTACTING SOCIAL SECURITY

For more information and to find copies of our publications, visit our web site at [www.socialsecurity.gov](http://www.socialsecurity.gov) or call toll-free, 1-800-772-1213 (for the deaf or hard of hearing, call our TTY number, 1-800-325-0778). We can answer specific questions from 7 a.m. to 7 p.m., Monday through Friday. We can provide information by automated phone service 24 hours a day.

We treat all calls confidentially. We also want to make sure you receive accurate and courteous service. That is why we have a second Social Security representative monitor some telephone calls.

— reprinted from [www.socialsecurity.gov](http://www.socialsecurity.gov)

# Injury On The Job Information

- An injured worker must have an injury to file a Form CA-1 or a CA-2.
- COP is counted in calendar days.
- To file a claim for a traumatic Injury, the Injury must occur within a single workday or shift.
- An injured worker is required to notify the attending physician of light or limited duty work available within their medical restrictions and to return to work as soon as possible.
- An injured worker has the right to withdraw a claim under FECA.

- A recurrence of injury filed on a Form CA-2A always requires a reference to a previous approved claim.
- A claim for disability will be denied if the supporting medical evidence provided by a Chiropractor is for any diagnosis other than sublexation.
- Mileage is paid for trips to the doctor and/or physical therapy for an Occupation Disease that has been approved by the OWCP.
- Failure to appear for a medical exam ordered by the OWCP office could result in termination of benefits.

- The OWCP office can require an injured worker to submit to a “fitness for duty exam” several times.
- An injured worker is required to cooperate in the “Nurses Intervention Program” sponsored by the OWCP Office.

- To be eligible for payment of medical bills they must be submitted within one year that a claim is filed or the date the claim is accepted whichever is later.
- An injured worker cannot submit new evidence in support of their claim to the ECAB.

**Attend Your Monthly Union Meetings**

# Ten Common Mistakes To Avoid When Planning For Retirement

When making such an important decision as retiring, you need to make sure you plan ahead as much as possible. Many variables can come into play, and making mistakes can be disastrous.

I am therefore reprinting some valuable information for you to consider. It is my hope that these tidbits of information can assist you in your retirement planning.

## RETIREMENT MISTAKES

Following is a list of ten mistakes and suggestions on retirement.

Common mistakes:

1. Retiring on the spur of the moment because of a difficult assignment or personality clash on the job. The early out of 1992 is a good example.
2. Failing to discuss retirement plans with your spouse and/or family.
3. Retiring "from" something without having something better to do.
4. Expecting to live comfortably on your annuity without making realistic calculations of how much money it will

take to maintain your standard of living.

5. Failing to stay abreast of developments and changes in federal retirement entitlement and trends.

6. Retiring without receiving all the retirement options, and the pros and cons of each.

7. Basing retirement decision on the advice of friends rather than consulting the experts.

8. Selling your house and moving to an area without being sure of the cultural, social, and economic realities of the move.

9. Believing that your active productive life is over just because you are retiring.

10. Failing to review all your service and entitlements to be sure you get proper credit, and believing that the estimate you receive from the Postal Service is the actual amount of your annuity.

Some people have asked how to maximize their retirement. You should get the most of government benefits;

that's what "maximizing your retirement" means. This involves knowing how much you want per year to live on at retirement, and knowing how much you will have per year from your benefits. According to statistics, those of us going into retirement still paying on a house will need approximately 80 percent of the gross income we were making just before retirement. Those of us having no debt in retirement (no house payment, no credit card, etc.) will need approximately 60 percent of the gross income we were making just before retiring.

## RETIREMENT PLANNING

Some suggestions on retirement:

1. Begin planning your retirement at the beginning of employment (I know, easier said than done).
2. Attend several pre-retirement seminars, if at all possible, but at least attend one.
3. Keep your retirement plan confidential; this allows you to change your

mind if retirement plans change.

4. Discuss your plans with your spouse so both your interests can be preserved in your new life style. Know there is a spousal consent requirement.

5. Learn the facts of your many retirement options from the APWU Retiree Department and the retirement counselor in the Postal Service.

6. Review your life and health insurance needs and figure the cost as you decide which policies to take with you into retirement. Understand how age will impact your life insurance.

7. Stay where you are for about a year after you retire. This will help you make a wise decision on whether to stay close to family and friends or move to a new area.

8. Take financial inventory and budget for unexpected expenses like increasing college tuition for your children or medical care for you or a loved one.

9. Take advantage of all the retirement information provided by your APWU Retiree Department (including your local union office), Postal Agency, OPM, and independent sources.

# Raises Take Effect March 3; Contract Changes Feb. 3

New pay rates established in the 2006-2010 Collective Bargaining Agreement will be implemented on March 3, 2007, and will appear in paychecks dated March 23, APWU President William Burrus has announced. Increases in wages and uniform allowances will be paid retroactively. Checks for the back-pay period (from Nov. 25, 2006) will be disbursed at a later date, which the union will publicize as soon as the date is known.

Other changes taking effect on February 3:

- The USPS will be authorized to hire casuals for 360-day terms;

- The limit on the use of casuals "in lieu of" career employees will no longer apply in "200 man-year" offices;

- The assignment of casuals to positions that require training and testing will be prohibited;

- Clerk Craft employees on the Overtime Desired List will receive priority for overtime scheduling before casuals working overtime;

- Local implementation will begin of the consecutive days-off requirement for Clerk Craft employees in offices of 200 man-years or more (except Customer Service);

- Restrictions on the hours that casuals can be scheduled will be applied;

- The 6 percent limit on casuals employed within a District will be applied;

- The 6 percent limit on casuals nationwide will be applied;

- The 2.5 percent limit on part-time regular positions nationwide will be applied.

Consistent with the provisions of the new contract, the conversion of Clerk Craft part-time flexibles in offices of 200 man-years or more will take place no later than Dec. 1, 2007. Compliance with the 11 percent ceiling on Clerk

Craft casuals in 200 work-year installations (except for reporting periods 3 and 4), is also deferred until Dec. 1, 2007.

Union negotiators and their management counterparts are compiling a series of "Questions and Answers" regarding the agreement. Because new circumstances and questions are expected to continue to arise, this process will be ongoing. When the Questions and Answers have been finalized, they will be posted on the union's Web site, [www.apwu.org](http://www.apwu.org); additional subjects will be published as issues are resolved.

# Enroll In The Wage Works Commuter Program Today!

*continued from page 4*

media (such as bus, subway or rail passes, or fare cards) in whatever amounts you need. Wage Works mails your fare media directly to your address of record.

- Vanpool — Wage Works can pay your vanpool provider directly. To find out if your van pool provider participates, log on to [www.wageworks.com](http://www.wageworks.com) and select the Vanpool option. If you don't see your vanpool provider, just call Wage Works Customer Service.

- Parking — To find out if your parking provider participates, log On to [www.wageworks.com](http://www.wageworks.com) select the Parking option, then the "Pay My Provider" option. Even if Wage Works doesn't work with your parking vendor, just enter in their information so that Wage Works can pay them directly on your behalf, or call Wage Works Customer Service.

- Combination of Commuting Expenses — If you have various expenses, you can use any combination of the options found on the Wage Works Web site to meet your commuting needs.

- Tell Wage Works If You Don't See Your Provider — If you don't see your mass transit, vanpool or parking provider, just call Wage Works Customer Service, so they can explore establishing a relationship with them.

## EXPENSES THAT ARE NOT ELIGIBLE

- Transportation expenses that are not work related

- Your spouse's, domestic partner's or dependent's expenses

- Tolls (for example, bridges, turnpikes, and E-Z Pass)

- Carpool or driving expenses, including gas and maintenance (only parking expenses are eligible)

- Taxis or limousines Traffic tickets

Refer to the web site, [www.wageworks.com](http://www.wageworks.com) or call Customer Service to see if a particular expense is eligible.

## IRS REGULATIONS

The IRS requires that you make your elec-

tion in advance of when you will have the expense. You may not transfer money between the transportation and parking accounts. Pretax monthly purchases are limited to \$105 for public transportation and \$200 for parking — you can purchase higher amounts through the Commuter Program but the tax break is limited. Amounts that exceed the IRS monthly limits will come after-tax.

## HELP WITH YOUR QUESTIONS

If you have any questions about the

Commuter Program, visit [www.wageworks.com](http://www.wageworks.com) or contact Wage Works Customer Service at 877-924-3967. Representatives are available until 8:00 p.m. ET except Saturdays, Sundays, and holidays. Employees who are deaf or hard of hearing may contact Wage Works TTY at 866-361-8017. Or you may send e-mail to [help@wage-works.com](mailto:help@wage-works.com).

This is a general overview of the Commuter Program. For further details please read the Commuter Program brochure.

# Whatcha Gonna Do?

Whatcha gonna do, Whatcha gonna do, Whatcha gonna do when they come for you? If you have ever watched COPS on television, you may now be chuckling. It truly is amazing how silly some people behave. This, however, is no laughing matter. When the law enforcement arm of USPS, the Postal Inspection on Service, comes to visit you, it is serious business. What will you do? How will you respond? Sing like a canary? Hang yourself? Fall for the “good cop-bad cop” routine? Invoke your rights? Run? The correct answer is invoke your rights. Even if you are not the subject of their investigation, bad things could happen. They have a job to do, just like you and I.

As postal employees we are obligated to cooperate in any postal investigation. We also have rights and owe it to ourselves to exercise those rights. If confronted by the Inspection service, **even if you believe you are not guilty of any wrongdoing**, request a steward. Say nothing and sign nothing. Ask for, in fact, demand your steward. At that point, the inspectors have three legal options. They can get you a steward to consult with before proceeding, they can terminate the

interview, or they can ask whether you wish to continue without a steward. Never take door number three (proceed without a steward). Again, say nothing and sign nothing until you have spoken with a steward (or attorney if necessary). “I request to see a steward” and SHUT UP until a steward is present. You owe it to yourself to have a second set of friendly eyes and ears present. Absent that, it becomes your word against the Inspection Service’s word as to what transpired. Whom do you think will be believed later on? And while we are obligated to cooperate in any postal investigation, we are not required to provide any written statements. Ever.

While you can trust your union representative, the same cannot necessarily be said about postal management or the Inspection Service. After the Inspectors interview you, they put together their Investigative Memorandum (IM). The IM is their version of what was said at the interview/interrogation. It is imperative that you have a witness should it become necessary to refute the contents of the IM later on. The facts will be the facts regardless.

Facts that are twisted embellished, or

otherwise less than accurate, should not be accepted as gospel, but they will be unless there is a credible witness to testify otherwise. The best advice I can give is to not engage in any activity that could result in allegations of fraud, theft, misappropriation of postal funds, criminal conduct, etc., especially so when such occurs in the course of your employment with the Postal Service.

Always presume you are being watched. The Inspection Service does not care whether you are working or not; that is a problem for your supervisor. The Inspection Service does care if you violate the law, and well they should. If you get caught with your hand in the cookie jar or your fingers in the honey, there are serious ramifications. Is your career worth the risk? I think not.

Does every Postal Inspection Service investigation ultimately lead to discipline? More often than not they do. In the seventeen years I have been a union representative I can only recall one instance where I sat in on an Inspection Service interrogation that did not result in discipline. Generally, when discipline does get issued, it is a Removal.

You also have the right to union rep-

resentation any time you are interviewed by postal management and you reasonably believe the result of the interrogation could lead to discipline. You must affirmatively assert this right. Request a steward and then SHUT UP. More often than not, management has already decided your fate. While that is wrong, it is a fact of life. The purpose of a “pre-disciplinary interview” is to allow you the opportunity to respond to the allegations so management can decide whether discipline is really warranted. It would be nice to believe your responses may lead to discipline not being imposed. Sometimes it happens. More often than not however, your supervisor has already made up their mind, or is just following orders, and there is nothing that can be said that will stave off the discipline. Again, a second set of eyes and ears is important. If nothing else, the steward may start developing a strategy to help you defeat the discipline when it is ultimately issued. Depending on what transpires at the “pre-D,” the discipline may ultimately be rendered lacking in just cause and thrown out. But it is up to you to invoke your rights from the start.

— PPA Reprint

## What's Your Excuse Now, Scrooge?

Several years ago, a longtime member of the Union dropped out with no forewarning. I called him to find out why he had cancelled his APWU membership, and to try to persuade him to rejoin. His excuse was that Clerks (meaning he) had not all been upgraded in our recently negotiated Contract, as had Letter Carriers as a result of an arbitration award for their Contract.

I tried to explain to this former member that the Carriers’ Union (NALC) had risked a great deal by going to arbitration. Arbitrators in contract cases can just as easily take away, as they can give. The APWU that year (2000) had successfully negotiated increased wages and benefits, improved working conditions, and had not lost anything in the process. Our Union had also obtained upgrades for many classifications of employees, but did not believe that we would prevail in arbitration on upgrades for every position description. We could have lost our no layoff clause, our biannual COLA’s, limits on casual hiring, or any other of the many contractual provisions that we take for granted.

None of these explanations were good enough for this employee. All of the improvements in our Contract were unimportant to him. He did not care what the rest of his coworkers wanted. He was not concerned about the risks of arbitration. The only thing that mattered to him was that the APWU had not gotten him

upgraded, so he said he was “firing” the APWU, as he would an attorney who did not win his case in court.

Well, guess what? The APWU has just negotiated an upgrade for every single member in our new Contract, effective Feb. 16, 2008. Every single Laborer, Custodial will become a Level 4. Each Building Maintenance Custodian will become a Level 5. Every Mail Processing Clerk (aka Distribution Clerk), Parcel Post Distributor (Machine), and each Sales & Services Associate (aka Window Clerk) will become a Level 6. Lead Sales & Services Associates (aka Window Technicians), Bulk Mail Clerks, Tractor Trailer Operators, and Maintenance Mechanics will become a Level 7. Every Vehicle Operations Assistant will become a Level 8. If I did not include your job, do not worry — you will be upgraded too, no matter what your position title is.

That is not all our new Contract provides. The APWU has also obtained the following changes:

- Basic salary increase of 1.3% retroactive to Nov. 25, 2006.
- Basic salary increase of 1.2% effective Nov. 21, 2009.
- COLA increases continue unchanged — 8 during the life of the Contract.
- Conversion of 10,205 Clerk PTF’s to full-time in offices with 200 annual

work years, by Dec. 1, 2007, and hiring of only full-time Clerks in those offices thereafter.

- Restrictions on the use of casuals in said larger offices, including exclusion of skilled Clerk positions, utilization of the Clerk OTDL before assigning overtime to casuals, and use of casuals on Tour 2 only if there are no career Clerks on Tours 1 & 3.
- Consecutive SDO’s for every bid in said larger offices

• The right to at least 3 days of bereavement leave, including use of sick or annual leave or LWOP.

• Uniform and work clothes allowance increase of 2.5%.

• Advance notification when employees are assigned light or limited duty in another craft, and application of Article 13 to all crosscraft reassignments (i.e., the resulting full-time vacancy must be offered to PTF’s in the “gaining” craft).

