

The President's Report

Aurora's first PSE's Converted

by Shelly Lucido

Congratulations to Robert Dickens and Nilima Regmi who were converted on March 21, 2015 to career Full-Time Regular clerks, thanks to the Memorandum of Understanding negotiated by the APWU on March 20, 2014. Hopefully in the near future we will see more of our PSE'S converted to FTR career positions. Many have asked how this works so in this issue I have included a copy of the Memorandum of Understanding which currently is extended indefinitely.

Scheme Requirements

The Postal Service, in a letter to APWU National President Mark Dimondstein dated February 20, 2015, informed the APWU of their plans to eliminate scheme

qualifications on all Clerk bid duty assignment after March 7, 2015 and to eliminate SONICKS (Specialized Operations Networking Integrated Keyboard Systems) after March 31, 2015.

***"What is the Union doing for me?"
The APWU is negotiating your contract to provide you with good wages, good benefits and good working conditions.***

It further stated there will be no impact to employees within the Clerk Craft who currently occupy a duty assignment with a scheme requirement. The APWU's position is this is a prohibited unilateral

action in violation of our Collective Bargaining Agreement and a National Dispute was filed on March 27, 2015. The National Union is currently in talks with the Postal Service regarding the elimination of scheme requirements. I am waiting word from the National Union on how we need to proceed locally.

Breaks, wash up times and lunches

The reality is that management would love nothing less than you **not** take your breaks, wash up times or your lunch so they do not have to cover those work hours. Historically management and the union has accepted that clerks are provided with a 5 minute wash-up time prior to lunch and at the end of their tour.

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Dan's Tool Box

Protecting Our Jobs

In the Maintenance Craft we are experiencing some changes due to the Memorandum of Understanding (MOU) between the parties signed July 9, 2015 on the MS-47. In order to protect and justify our jobs we need to ensure we are documenting the work properly and more importantly the work not being performed or bypassed! Work not being performed or bypassed shows a need in the short term for overtime calls and in the long term for more positions. The requirements that are a part of the T/L 3 version of the MS-47 are what you are required to do as a custodian in this Installation until the T/L 5 version is fully

implemented, nothing has changed in that respect. We are still required to cover daily frequencies. We are still required to fill out PS form 4776 for frequencies that

...you need to take your 15 minute breaks and your 10 minute wash up times...

are completed and report the status of those that are not this is all done on the PS form 4776.

Management will tell you otherwise, however, we have grievances and a multitude of settlements that enforce the requirements and they will be enforced as long as I am your steward. You may have a coworker that may want to do things differently or in a fashion that is best for them. Please remind them that this is only hurting the craft and the work that we do as a whole and will affect everyone. As the MOU becomes more and more a part of your day to day work environment please take time to familiarize yourself with the changes that are taking place. Listed next are a few.

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Aurora News PO Box 471234 Aurora, CO 80047 is the official newsletter of the Aurora, Colorado Local APWU. We welcome original articles, stories and artwork from our local union members and their families. All opinions expressed herein are those of the writers and are not necessarily those of the editors, local officers or the Aurora Colorado Local APWU.

The editor reserves the right to determine whether material submitted for this publication shall be printed and will be edit if needed for space.

Libelous statements or personal attacks will not be printed. All material must be signed, however anonymity may be requested.

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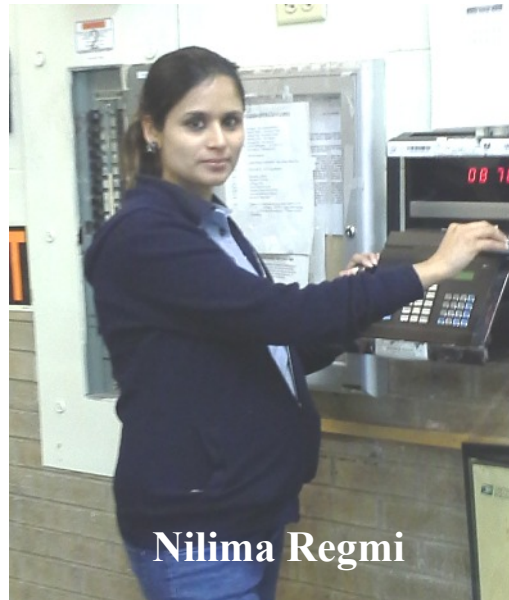
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Maintenance Dept: Dan Van Minnen / Alternate: Shelly Lucido | Tower: Shelly Lucido / Alternate: Dan Van Minnen | Step 2 Designee: Shelly R. Lucido

Members are encouraged to attend the General Membership Meetings, held in the morning on the third Sunday of March & September at various locations, and on the second Sunday of January, April, June, November at the Local office located at 1010 South Joliet Street# 201, Aurora, CO 80012.

Do your part and attend a meeting convenient for you. Get Involved Brothers and Sisters —Separated We Will Fail but In Unity We Will Prevail.



Nilima Regmi

Career Employees

Aurora's newest career employees, Robert Dickens (left) and Nilima Regmi (above) shown at the time clocks, ready for the next chapter in their Postal Service careers.

Aurora's first PSE's - continued from Page 1

And, in addition, two 15 minute breaks and at least a 30 minute rest period (lunch within 6 hours) per every 8 hour shift. By the time you read this newsletter I will have provided Postmaster Zamora, again, my position on APWU represented employees taking their lunch within 6 hours of their tour start; a copy of the arbitration is included in this newsletter. ***Grievances will be filed on any violations of the Collective Bargaining Agreement including this one.***

Contract Negotiations began February 19, 2015

The Collectively Bargaining Agreement will expire on May 20, 2015 and if not extended by the parties on May 21, 2015, all the provisions contained in our Collective Bargaining Agreement will expire. What will that mean to you? If you have not up to this point taken the time to read our contract. this would be a good time to start. The provisions that have been negotiated on your behalf are at risk. I have been asked on occasion "What is the Union doing for me?" Right Now, at this moment, the APWU is negotiating a contract to provide you with good wages, good benefits and good working conditions. In addition to

negotiating a good contract on your behalf - protecting good jobs for current members and those who come after us - the APWU is working to maintain good service to our deserving communities across America. Go to ***APWU.org*** and there is a link on the homepage to keep up to date on Contract Negotiations. In addition, there is information on ***what is needed of you*** to help protect a Good Contract with Good Jobs and Good Service.

Safety and You

Work safe, be safe and do not allow management to make you work unsafely. I have filed a Class Action Safety Grievance on management not providing proper equipment for clerks who have to work mail out of wire containers. The union has attempted during Joint Safety Meetings to discuss with management the need for Tilters to be provided for those operations that require clerks to work mail out of wire containers causing back injuries and a risk for future back injuries. Since management has shown no concern about the safety of these clerks a grievance has been filed to supply these Tilters. Remember if you cannot perform a function safely ask for help, report it to management, fill out a 1767 but always protect yourself from injury.

Local Disputes

Improper Posting of duty assignments, by-passes of overtime, carriers and supervisors doing bargaining unit work, continuous changing of clerks scheduled days off, returning mail without providing 2nd notices, throwing UBBM away with first class mail in it, pay issues etc.....Be assured if you have reported the issue we have investigated the issue and if there is a violation of the Collective Bargaining Agreement a grievance has been filed. Remember to request a Steward immediately if you believe - or you're not certain - whether a violation of the Contract has occurred. Just because management states they can do it, does not make it so. Let the union be the judge of whether a contract violation has occurred.

Let's Stand up and Fight Back

Together. We cannot stand by and allow the Postal Service to further contract out our work, close Plants and Post Offices, allow Congress to attack Postal Workers wages and benefits, cut service to America and do nothing. You must do your part, ask your steward or officer's or go to ***APWU.org*** and find out what you can do.

In Solidarity, Shelly

Protecting Our Jobs - and Our Futures

A recent article in USA Today (March 8, 2014, "Disappearing Middle Class Jobs") stated that 8.7 million jobs were lost between December 2007 and March 2010. While that number of jobs has since largely been regained, there are some individual job categories that have lost positions, have not regained those positions and are expected to lose even more over the course of the next decade. Number 1 among those - **Postal Service clerks**.

According to that article, the projected employment change between 2012 and 2022 for Clerks is about negative 31.8% - almost a one-third loss in the total number. Since the Aurora Local APWU had less than 90 members in 2012, our projected total in 2022 looks to be about 60 or fewer members.

What this means for us: Most of hold our jobs with the intention of, someday, retiring with the retirement benefits we have worked for and are entitled to. Until that happy day, we expect to maintain our working benefits at or above their current levels. These are not unreasonable expectations. Literally hundreds of

thousands of Postal Service employees - clerks, carriers, Special Delivery Messengers, maintenance workers and mail handlers, among others - have had rewarding careers and comfortable retirements in the past hundred years. We should expect no less.

What we have to do: Obviously the most important thing we have to do is work - a fair day's work for a fair day's pay is a bedrock principle. More than that, though, we have to stand together. Anyone with more than a few days experience working for the USPS knows that management will stand with each other - even when it is obvious that one of them has made the mistake. Management, however, will not hesitate to burden labor with unrealistic demands, unhealthy environments and impossible service goals, and then try to discipline workers when failures occur. We, on the other hand, have to deal with this pressure from management in a professional manner, while also giving a high level of service to our customers, who don't appreciate the long lines and can't understand our

need to take the time necessary to properly answer the questions we get from the patrons ahead of them. We are caught between a rock and a hard place.

Our futures are with our Union: Our Union is currently negotiating a new contract. This is neither easy nor inexpensive, but our dues make it possible. Our futures lie in a strong contract, carefully written and responsibly enforced. Our Union is committed to this. We also have a part to play in this, both in being active in our Union and being activists, holding management to their contractual obligations towards us and our fellow employees. We need to encourage all employees to join the Union, sharing the burden of the costly contract negotiation and enforcement. We need to keep our eyes open for safety and health violations, so none of us suffer from avoidable injuries that might cause suffering or shorten our professional careers. And we need to stand together, with our Union and other Unions, fighting the good fight for worker rights.

Keep up-to-date on all the APWU Aurora Local News
www.auroralocalapwu.org

Dan's Tool Box - continued from Page 1

Section 3.3.1 of the T/L 5 on Authorized Break Areas: The installation head at each facility must identify the specific areas authorized for breaks and lunches. All functional managers within the facility will communicate to their employees where authorized break areas are located and ensure that all break and lunch activities take place only in designated areas.

Section 5.8 of the T/L 5 defines what multiple tours are: Facilities such as Stations, Branches, Post Offices, and Associate Offices which primarily house retail services and/or delivery operations are predominantly one tour facilities. When the time a facility is normally in use by more than three (3) employees at any time during the service day exceeds 12 hours, it will be given for multiple tours.

Section 5.9.1.1 of the T/L 5 version on Route Size states: The route size based on each area's measured size or fixture count for the designated specialist is determined by the number of available work hours in a work day multiplied by a performance standard for a set of tasks. The quantity of hours making up a full productive work day is seven (7) hours. Create routes equal to the maximum available work hours. The objective is to provide a full day of work for each specialist on a single route. Multiple routes may be required to achieve a full work day.

While the items listed above should not be a new concept to any custodian we must do our part in the proper application and enforcement of these requirements. That means tell management that the workstation and workroom floor is not the

authorized break area, it is the lunchroom / swingroom. That means if you have a situation where multiple tours exist, as you do at the most stations, then you need to document what work is being done or not done in order to adjust our staffing properly. That means that you need to take your 15 minute breaks and your 10 minute wash up times, (prior to your lunch and end tour) each day and a lunch within 6 hours as required by federal law. If you so choose to take a no-lunch, which is your option, then contact your supervisor prior to the 6 hour window and fill out a PS form 3971 accordingly since management must approve this.

As always feel free to contact me or request a steward.

In solidarity, Dan.

Modification of Lunch Breaks Violated the National Agreement

The Postal Service violated the National Agreement by allowing bargaining unit members to unilaterally modify their lunch break hours as reflected in their bid assignments, according to a ruling by Arbitrator Pecklers. He ordered that the Service pay one hour of overtime to the union for each occurrence during the periods in question and indicated that the union shall distribute these sums to the bargaining unit as it deems appropriate.

This case occurred at the Lynbrook, New York postal facility. During numerous dates in the beginning of the year 2000, bargaining unit employees did not take their scheduled lunch hour but rather took the time off after more than six continuous hours. The union argued that the Postal Service allowed employees to unilaterally modify their own tour without notice to the union, and they are working over six hours without taking a lunch. It asserted that this practice has been allowed for over 15 years and numerous previous arbitrators have awarded remedies for this violation in the past. The union argued therefore that the doctrines of *res judicata* and *stare decisis* apply in this case. Moreover, it maintained that though the union has offered to change employees' schedules, Form 3189s are

not presented to them. To support its contentions that there was a violation, the union cited Articles 8, 15, 19, and 37 of the National Agreement.

The Postal Service countered that no employee has been harmed by the circumstances and it is operationally necessary for employees to be allowed to finish their customer service work before taking lunch. In addition, it maintained that the union has refused to sign-off on Form 3189s.

The arbitrator determined that the evidence showed that on the average lunch breaks were moved forward by one to three hours.

In addition, ELM Section 432.33 provides that "except in emergency situations or where service conditions preclude compliance, no employee may be required to work more than 6 continuous hours without a meal or rest period of at least ½ hour."

"This specific language trumps any residual rights embodied in Article 3's general management rights language," according to the arbitrator. He indicated that a prior arbitration settlement at this

facility provided that no grievance would issue if a change in lunch break was five minutes or less which took into account "the Service's 'business necessity' argument." Also, the arbitrator found that there was no credible evidence to support the Postal Service's assertion that the union refused to sign 3189s to allow a clerk to complete a transaction and then take lunch. He determined therefore that the Postal Service violated Article 19 and 37.3.F. (10) which indicates that an employee is entitled to work his/her bid hours. Also, Arbitrator Pecklers said that the Postal Service was barred from relitigating this issue in accordance with the *collateral estoppel* doctrine. Accordingly, the grievance was sustained. (AIRS #36947 - USPS #A98C-4A-C 00145837 & 00153249; 2/912002)

Reprinted from the April/May 2002 issue of CBR

Lunch & Breaks

Use'em or Lose'em!

Management might take away your ability to use these hard-won rights if you fail to take them.

Lunch within 6 hours of your start time
& two 15 minute breaks per 8 hour shift.



Congratulations

Congratulations to Aurora Local APWU Trustee Mike Poole for completing 30 years with the Postal Service. He is shown here after receiving the award.

Memorandum of Understanding between The United States Postal Service and The American Postal Workers Union, AFL-CIO

Re: Filling of Residual Vacancies

I. Clerk Craft

The parties agree to the following procedures, during the term of this agreement, to fill residual vacant duty assignments, in the clerk craft, that are not subject to a proper withholding order pursuant to Article 12 of the 2010-2015 Agreement.

A. In order to revert any residual duty assignment for the clerk craft, the procedures listed in the terms of the Memorandum of Understanding (MOU) concerning Reversion of Withheld/ Residual Vacancies dated November 7, 2011 shall be followed. The residual duty assignments released from withholding related to the Area Mail Processing (AMP) excessing events will be considered to be viable under the terms of this MOU without further review.

Residual duty assignments under the terms of this agreement will be filled in the following order:

1. Unencumbered clerks in the same installation.
2. Employees with Clerk Craft retreat rights pursuant to Article 12.5.C.5.a(5) or Article 12.5.C.5.b(6).
3. Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.C.5, who request transfers within the District or a 100 mile geographic radius through eReassign 21-Day Posting.
4. Conversion of Part-Time Flexible (PTF) Clerks in the same installation.
5. Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.C.5, who request voluntary transfers beyond the District or 100 mile geographic radius through regular eReassign.
6. One time posting of remaining residual duty assignments to PTF Clerks in other installations within the District who are on the rolls as of the effective date of this agreement.
7. **a)** Transfers through regular eReassign, from other APWU crafts, employees with priority consideration
b) Transfers through regular eReassign from all crafts, employees without priority consideration. Both a & b combined will be limited to the one in four or one in six rule as defined in the Memorandum of Understanding, Re: Transfers, as applicable.
8. Conversion of Clerk Craft Postal Support Employees (PSEs) to career status within the installation.

The above pecking order will be accomplished through normal existing procedures as described below:

Step 1&2) Those recently released residual duty assignments related to the AMP process, and those residual duty assignments determined to be still viable under the MOU concerning Reversion of Withheld/Residual Vacancies, will be filled no later than the second full pay period after the effective date of this agreement.

Step 3) Recently released withheld residual duty assignments which had previously been posted in the Clerk Craft 21-day posting process, will be posted in regular eReassign on the May 1st posting. New residual vacancies must be posted in the Clerk Craft 21-day posting process, before being posted in regular eReassign.

Step 4) After employees from impacted installations have had an opportunity to fill the residual vacancies within the District or a 100 mile geographic radius, the duty assignment(s) will be filled by converting a part-time flexible clerk(s) to full-time regular in the same installation, according to Article 37.5 of the 2010-2015 Agreement

Step 5) Residual duty assignments that cannot be filled through steps 1, 2, 3 & 4 above will be posted in regular eReassign for voluntary transfers, for a 21-day period during the next available posting cycle.

Step 6) Any residual vacancies remaining will be filled by PTF clerk transfer requests from other installations through a one-time posting of full-time regular residual duty assignments for PTF clerks employed within the District that has the remaining residual vacancies by craft seniority.

Step 7) Residual vacancies that remain will be filled by acceptance and placement of voluntary reassignment (transfer) requests in eReassign from all crafts as agreed in point 7 of the pecking order.

Step 8) Conversion of Postal Support Employees (PSEs) to career will be by relative standing within the installation. When converting to residual Function 4 duty assignments containing window duties, the conversion to career will be deferred until after a one-time opportunity to train and qualify is provided to those PSEs, with the highest relative standing within the installation, that have not previously qualified. Any PSE who fails to qualify under this one-time opportunity, will remain in a PSE status, with the same relative standing, for future conversion opportunities.

B. During the term of this agreement no reassignments in the clerk craft will be made within or between installations or from other

crafts, unless the reassignment is made based on a mutual exchange in accordance with Article 37.2.D.7, or through the Article 12 involuntary reassignment process, or pursuant to this agreement.

C. The seniority of employees moving between installations pursuant to the terms of this agreement will be determined by application of the 2010-2015 Agreement.

D. Employees moving between installations pursuant to the terms of this agreement are solely responsible for any and all costs related to relocation.

E. The union will be provided a list of all residual vacancies posted for each eReassign cycle and the results of the 21-day postings.

F. This agreement, as it applies to the Clerk Craft, is effective from March 20, 2014 until October 31, 2014. If the agreement is extended beyond October 31, 2014, by mutual agreement, either party may terminate the agreement at the national level by providing 30 days written notice to the other party.

G. Any disputes regarding this MOU will be resolved through the Alternative Dispute Resolution (ADR) process at the Headquarters Level.

This agreement, as it relates to the Clerk Craft, is reached without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms

II. Maintenance Craft

In the Maintenance Craft duty assignments will be filled in accordance with Articles 38.3, 38.4, 38.5. and the Order for Filling Vacant Maintenance Positions found at pages 280-281 of the JCIM. After applying item 7.a (Maintenance Transfers) of the Order for Filling Vacant Maintenance Positions, at that point, custodial duty assignment(s) shall be filled by offering conversion to PSE custodian(s). The parties will address procedures concerning PSE conversion in a separate MOU.

III. Motor Vehicle Craft

In the Motor Vehicle Craft, residual duty assignments will be filled by application of Article 39.1.B.6, Article 39.1.B.7 and Article 39.2.A.11. The filling of residual vacancies in accordance with these Articles will be by converting PSEs working in the same position as the residual vacancies (Mechanic, Technician, TTO or MVO) in the same installation.

Doug A. Tulino
Vice President
Labor Relations
US Postal Service

Mark Dimondstein
President
American Postal
Workers Union
(AFL-CIO)

Remembering My Father

He Fought For Union Benefits

Editors Note: This is a special editorial from John Dick, a Letter Carrier in Detroit (NALC Branch 3126, Royal Oak Merged).

January 12th was a milestone for me. Not a day of sadness as much as a day of reflection. January 12th, 2015, was the fifth anniversary of my father's death. His demise came suddenly. A massive heart attack, then poof he disappeared from our lives. I remember vividly getting the phone call from Big John. I was setting up my route and my phone kept ringing over and over. I was too busy to answer the damn thing but something didn't feel right. I answered the fourth time John called. "You have to get to the hospital right away. Something's wrong with Bob." I dropped my mail and rushed to the emergency room. My heart sank and then shattered into a million shards when the doctor told me, "There was nothing we could do." I felt like an orphan.

Bob "Moses" Dick was a proud union man. He had worked at the Ford Utica Trim Shop for thirty years. From 1963 to 1993 he sewed seats for the automobile giant. He was not a fan or a great example of what you might call the "work ethic." He told me many times as I was growing up that his bosses and even the Ford family only cared about what he could do for them, and he was sure enough going to return the favor. He said "I got a contract with those folks. I do my thirty years sewing' those goddam car seats, and in return I have a decent paying job and a secure retirement. I don't have to like them, and they don't have to like me. Don't ever fool yourself, son. You're just a number to them. A cog in the wheel. I don't give them any more than I have to." He would regale stories to me and my brother about working at the plant. He was outrageously honest, and claimed to have the worst discipline record at the Trim Shop. His temper was legendary, and if he thought a supervisor was acting prickly it was not unusual for him to threaten the health of his bosses. According to Pops, at one discipline meeting his exasperated steward exclaimed, "We have no defense for his actions. We plead insanity!" He loved the UAW, but I am not sure the feeling was completely mutual.

He was proud when I became a letter carrier on October 7th, 2000. The first question he asked me was if I had joined

the union. He loved reading my *Dicktations* and we had him added to our mailing list so that he would receive his own personal copy. He said something to me about my writing that I will never forget. He said I was profound. It was not his style to talk in that way, and all I could say was "Thanks". His death was premature at the age of 70, but he at least was able to retire at the age of 54 and enjoy 16 years of a Ford pension.

Much has changed in the five short years since my father died. Michigan is now a right-to-work state and America is sliding backwards from the promises it had made to previous generations. The middle class

*He said "I got a contract
with those folks.
I do my thirty years sewing' those
goddam car seats,
and in return
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and a secure retirement.
I don't have to like them,
and they don't have to like me.*

is stagnating economically and the wealth gap between the richest and the poorest is dramatic. Many companies no longer make promises to their workers. My employer, the United States Postal Service, still does. But I have to wonder "For how much longer?"

Our Postmaster General, Patrick R. Donahoe, retired in February after a nearly forty year postal career. He started as a mail clerk and worked his way up to the head honcho position of the Service. At a recent speech at the National Press Club honoring his retirement, I was shocked to hear these comments from him: "Most young people aren't looking for a single employer over the course of their careers. In today's world, does it really make sense to offer the promise of a government pension to a 22-year-old who is just entering the workforce? And how reliable is that promise?" Postmaster Donahoe went on to say what the future of the mail would look like. He said "It will not be a person putting a piece of mail in a blue mailbox, but rather a far leaner organization, with a smaller

workforce and less generous health care and pension benefits, that competes for e-commerce business, online advertising and other Internet based services." It is hard to imagine these comments being made from a man who spent his entire career at one organization. Guess he wasn't wearing his party hat at this retirement dinner!

Postmaster Buzz Kill made some other parting shots at the postal unions for single mindedly fighting to preserve jobs and benefits and the myopic shortsightedness of the mailers for trying to keep postal rates affordable. Rumor has it he kicked a dog and pushed an old lady before the speech was over. For those of us who have been trying to understand the decisions and direction this man has taken the Postal Service over the last several years, this one speech wrapped it all up in a tidy package and put a bow on it for us. He is a true believer in the 'New America', where workers have no guarantees or contracts and bounce from job to job every few years. This is the philosophy of our very own Postmaster General.

In February, Megan Brennan will become the new Postmaster General. She has shattered the glass ceiling at L'Enfant Plaza and will become the first female to assume that position. I hope she has differing aspirations for what is possible for the United States Postal Service and its workers. We are the nation's second largest employer, and we are vital to this nation's economy. The 'twenty somethings' I work with deserve a promise from our employer for the hard work they do every day. This is not a job; this is a profession and a career.

A photo of my old man sits on the shot glass shelf of the bar I have in my basement. I will do tonight as I have done many nights in the past; I will raise a glass of strong libation and toast to his memory and honor. The toast will be one of his favorite and I will look at him with a salty tear in my eye; "God Bless the Union!" And for good favor; "Work Sucks!" Sad to see you go, Donahoe

John "Cementhead" Dick
(Reprinted from NH Labor News.)

What is a Steward?

By Mark Raymond

A Steward is...

A Boxer: They aren't afraid to "step into the ring" with a supervisor and fight for the rights of those they represent. Most of them have learned how to roll with the punches, feint left and jab right, and every now and then they score a "knockout." And their training never stops.

A Diplomat: The good ones can handle even the most delicate of problems with tact and sensitivity. They know how to negotiate treaties (settlements) between two hostile parties.

A Detective: They rocket into action as soon as someone comes to them with a problem. They can sniff out situations that just don't "smell" right. They carry a gun (the contract) and they're not afraid to use it.

A Teacher: Every day they're in the workplace they educate other union members on contractual issues. They answer your questions. A good steward is a role model both on the job, and in the grievance procedure, teaching by their actions. Bring them an apple.

A Researcher: There seems to be no end to postal manuals and regulations, and stewards have the ability to find out which one they need and track down the particular paragraph that applies to each situation.

A Soldier: They're the first ones on the firing line. They're in the trenches every day, slogging out the work and meeting

the "enemy" head on. Their "shots" (grievances) may be small and not carry the weight of huge "artillery" (Labor - Management Meetings and Labor Charges) but wars are won and lost in the trenches. Give a good steward the Medal of Honor.

A Secretary: They take dictation from grievants regarding their problem. They type up a lot of papers. They file things. Most of them even brew a pretty mean pot of coffee.

Remember:

the stewards are the backbone and mainstay of our Union.

A Parent: They must know when to encourage members, when to coddle them, and when to kick them in the butt. They must also not be afraid to fight for the very lives of their "children" (the membership). But please, don't ask them for an allowance.

A Psychiatrist: They listen to a lot of problems from a lot of people almost every day. They offer solutions, suggestions, and sympathy. All of this without an exorbitant fee.

A Historian: They must keep track of the past so when management makes the same mistakes they made last year (heck, last week) they know how to combat the problem. They learn from their own past mistakes so as not to duplicate them in the future. Management's history seems to

keep repeating itself, so a good steward is also a student of that history.

A Manager: That sounds radical, even heretical, but it's true. After all, what does a good manager do? They plan the work, they communicate with others what that plan is, they see that the work is accomplished, and then do all the paperwork that goes with it. They also have good people skills. Most postal managers can't do these things very well, if at all, but a good steward can. However, there is one thing you MUST remember: a steward is not a manager! They are not the ones making the decisions that impact your work life. They are not the ones setting the policies of the post office. They are the ones you come to when those decisions and policies offend you.

If you are a steward, my hat is off to you and my heart goes out to you. It's a tough job — perhaps the toughest — and your service is truly appreciated.

If you are not a steward, be grateful that there are those in your Union willing to serve. You may have disagreements over how they do their job; you may not ever even file a grievance, but think about this: if you see how management treats others and you just can't believe it, think about how they'd treat others — and even you — if we didn't have the Union, and then remember that the stewards are the backbone and mainstay of our Union.

I, for one, am glad they're here.

*This article, written 20 years ago, is worth reprinting.
It first appeared in the
Flint, MI Local APWU newsletter, Flint Facts.*

Stay In Touch With Us!

& Help Us Stay in Touch With You!

Keep up-to-the-minute with important Union news by providing us with your email & text message addresses.

Name

Email

Text

Mail this form, or a facsimile, to

Aurora Local APWU, PO Box 471234, Aurora CO 80047-1234

Or give it to s Steward or Union Officer.

Don't Let Them Take Your 'Postal Pulse'

The APWU and USPS are facing off over management's latest scheme: The Postal Pulse, a new employee opinion survey.

"The APWU vehemently opposes Postal Pulse – and any other employee opinion survey – despite management notices that say otherwise," said President Mark Dimondstein. A Feb. 19 USPS announcement says the APWU, along with other unions and management associations, supports the goals of the program. A Feb. 26 News Break repeats the assertion.

The union filed an Unfair Labor Practice charge with the National Labor Relations Board (NLRB) on Feb. 25, protesting management's false claim.

The APWU has a long history of opposing employee opinion surveys because management uses workers' responses against union members during contract negotiations. The timing of

management's notice to employees, Feb. 19, was especially insidious, Dimondstein said, because it coincided with the opening day of contract talks.

Management first cited employee survey data during bargaining in the 1990s.

The union has filed an Unfair Labor Practice charge ...

The APWU National Executive Board adopted a resolution opposing "the use of surveys, focus groups, polls, audits, as a means of interviewing employees and union officials to evaluate job-related internal issues." Similar resolutions have been adopted by the delegates to APWU National Conventions since then.

"Don't let management take your pulse!" Dimondstein said. "Our voices are more powerful when we raise them together, through our union, than when we speak individually with management," he said.

Vice President Debby Szeredy said, "Remember, management cannot force you to complete the survey. It's addressed to you. I suggest you throw it away and/or notify your steward. By turning it back uncompleted, you risk not knowing what was done with it. Remember, management provides incentive awards to their supervisors for getting the forms filled out."

Employees who feel they are being pressured to take the survey or who have questions should contact their local union representative.

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Changes to the Aurora, Colorado Local APWU AFL-CIO Constitution

Presented at the General Membership Meeting September 14, 2014.

Discussion of Proposed Amendments to be voted on at the next General Membership Meeting per Article 12 of the Constitution

All changes are in ***bold italics***

Article 7 Meetings

Sec. 1: Regular meetings shall be held on the second ***Sunday of the following months: January, April, June and November, beginning at 9:00 am.*** Regular meetings shall be held on the ***third Sunday*** of the following months: September and March, beginning at ***8:00 am.*** These meetings will be Breakfast meetings and the location will be posted on APWU bulletin boards at least 7 days in advance.

***Voted on and approved at the November 16, 2014 General Membership Meeting.
Enacted immediately upon approval.***

Changes to the Aurora Local APWU Constitution

Approved by the Members at the March 9 2014 General Meeting.

All changes to go into effect at the next election cycle.

Under Article 4. sec. 1.

Officers of the Local

Current Language:

1. President/Delegate to National and State Conventions.
2. Vice President/Legislative Aide/Delegate to National and State Conventions.
3. Secretary/Treasurer/Delegate to National and State Conventions.
4. Chief Steward (if one is appointed)
5. Board of Trustees (3)

New Language:

1. President/Delegate to National and State Conventions, APWU Assemblies and Conferences.
- ~~2. Vice President/Legislative Aide/Delegate to National and State Conventions.~~
2. Secretary/Treasurer/Delegate to National and State Conventions, APWU Assemblies and Conferences.
3. Head Trustee
4. Chief Steward (if one is appointed)
5. Board of Trustees (3)

Under Article 4. Sec. 2.

Officers of the Local

Current Language:

The Executive Board shall consist of the President, Vice President, and the Secretary/Treasurer.

New Language:

The Executive Board shall consist of the President, ~~Vice President, and the~~ Secretary/Treasurer and the Head Trustee.

Under Article 5. Sec. 1e

Duties and Salaries of the Officers

Current Language:

The salary to the President shall be \$150.00 per month, paid on a quarterly basis.

New Language:

The salary to the President shall be \$250.00 per month, paid on a quarterly basis.

Current Language:

~~The Vice President shall perform the duties of the President or the Secretary/Treasurer in the event of their temporary absence or inability to attend to their office.~~

New Language:

In the event of a temporary absence or inability of either the President or the Secretary/Treasurer to attend to their respective office than either officer shall have the authority to attend to the duties of the unattended office.

Under Article 5. sec. 2a

Duties and Salaries of the Officers

Current Language:

~~The Vice President~~ shall be the Chairperson of the annual audit, consisting of the Board of Trustees which will audit all the books, accounts, records, and financial transactions of the Local. A report of the audit will be made to the membership and the Executive Board at the regular ~~February~~ meeting.

New Language:

The Head Trustee shall be the Chairperson of the annual audit, consisting of the Board of Trustees which will audit all the books, accounts, records, and financial transactions of the Local. A report of the audit will be made to the membership and the Executive Board at the regular March meeting.

Under Article 5. Sec. 2b

Duties and Salaries of the Officers

Current Language:

~~The Vice President will be authorized 80 hours of substitution pay for Union activities that would otherwise require the use of his annual leave or leave without pay.~~

New Language:

The Head Trustee shall be a member of the Executive Board and have the duty of being the Chairperson of the annual audit.

Under Article 5. Sec. 2c

Duties and Salaries of the Officers

Current Language:

~~The salary to the Vice President shall be \$75.00 per month, paid on a quarterly basis.~~

New Language:

The Salary to the Head Trustee shall be \$25.00 per month, paid on a quarterly basis.

Under Article 5. Sec. 3c

Duties and Salaries of the Officers

Current Language:

The salary to the Secretary/Treasurer shall be ~~\$150.00~~ per month, paid on a quarterly basis.

New Language:

The salary to the Secretary/Treasurer shall be \$250.00 per month, paid on a quarterly basis.

Under Article 6. Sec. 2

Stewards, Board of Trustees, and Editor

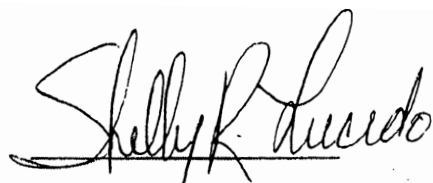
Current Language:

The Board of Trustees shall be elected, consisting of three members, excluding the President and the Secretary/Treasurer. The Trustees shall make up the audit committee, chaired by the ~~Vice President.~~

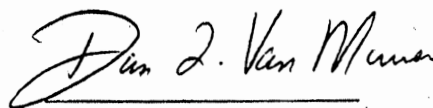
New Language:

The Board of Trustees shall be elected, consisting of three members, excluding the President and the Secretary/Treasurer. The Trustees shall make up the audit committee, chaired by the Head Trustee.

Submitted on this date 1/14/2014 by the following members of the Aurora Local 6315 the Executive Board.



President



Secretary/Treasurer

Aurora News

Aurora Local APWU

www.auroralocalapwu.org

PO Box 471234

Aurora CO 80047-1234



LETTER CARRIERS'
FOOD DRIVE
SAT., MAY 9, 2015

Let's Do Our Part
Help the Carriers
Help the Hungry