



The President's Report

Happy New Year

Will 2014 Be about *Me* or *We*?

by Shelly Lucido

As we enter the New Year, many of us reflect on the past, and think about the present and future. But do these reflections include *me* - or *we*? Many people fought and sacrificed in the past so that we can have the wages, hours and working conditions we currently are blessed with. There are many today who still continue the fight for workers' rights so we can continue to enjoy what we have and provide for our families. We must continue the fight for the future of our children, our grandchildren, our neighbors and Americans we have not even met, so they may also benefit from what we have gained, to provide for themselves and their families. To do anything less reflects badly on us, and is selfish.

We need to *give* and not just *take*. We must get involved and not just sit back while

workers' pensions are taken away, while workers are not paid a decent wage, while workers lose collective bargaining rights, while good postal jobs are eliminated and contracted out to places like Staples.

It is time for all of us to think about we not me. This is what being a part a union is all about.

The bubble of your security is about to burst. Postal employees are under attack and a lot of you are not paying attention and are not actively doing anything about these attacks. Many in Congress would like to see nothing more than the Postal Service privatized and the Postal Unions

eliminated. What has been given can be taken away. Wages, benefits, pensions, Social Security, health insurance – our jobs can all be taken away if we sit idly by and do nothing to protect it.

Our National President Mark Dimonstein has made a commitment to do his part to form a Grand Alliance to bring together all the Postal unions; to bring together Americas communities and other labor organizations to fight for workers rights, to save America's Postal Service from destruction and save the middle class from extinction. I will make a commitment to do my part, will you? We must get involved in our communities, we must pay attention to what is happening in congress and DC, we must start reflection on *we* instead of *me*.

Dan's Tool Box

Postal Employees Survive the Holiday Onslaught

by Dan Van Minnen

Aurora Postal Workers - congratulations on surviving the 2013 Holiday Season! You delivered and are to be commended for your service and dedication to our customers. Despite all of the obstacles that we had to deal with - such as short staffing, heavy volume and the hostility and stress during the period - your persistence and ability to meet the challenges over the holidays were stellar!

Now I would like to take this opportunity to talk about 2014. With the middle class in decline and median family income \$5,000 less that it was in 1999, more Americans(46.5 million) living in poverty than at any time in our nation's history, we, as American Postal Workers, have to act. Yes my fellow worker the time for action is now! Consider that most new jobs that are being created are part time jobs at low wages - many at the starvation level of just \$7.25 per hour which is the

minimum wage - what action can you take to make a difference?

Clearly if we are going to be part of saving the middle class we need to change the political dynamics of this nation. We can no longer allow billionaires and their think tanks or the corporate media to set the agenda. We need to educate, organize and mobilize the working families of our country to stand up for their rights. We need to make government work for the

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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.

OFFICERS President - Executive Editor Shelly Lucido | Vice-President vacant | Secretary-Treasurer - Managing Editor Dan Van Minnen
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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 second Sunday of March & September at various locations, and in the early evening on the second Tuesday of January, May, 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.

Colorado AFL-CIO Convention Report

by Tom Sullivan

Thank you once again for allowing me to represent the Aurora CO APWU as a delegate at this recent convention.

This was the 29th Constitutional Convention and it was an election year where we voted on a new President and Secretary/Treasurer for the state plus the other 41 vice-presidents to fill the Executive Board. These vice presidents represent the 14 international unions that are a part of the state organization.

National Secretary/Treasurer Liz Schuler came to speak to us as well as Rueben Hernandez, Regional director. Phil Hayes state Political Director and Mike Cerbo executive director spoke about plans for the upcoming year.

Senator Mark Udall talked and answered questions after lunch on day one then we

broke off for training classes. I attended an update on the new election laws that were passed in Colorado last year plus learned about ways to get our message out using social media. I have signed up for an additional class to focus on Twitter usage.

Friday night I reacquainted myself with Gov. Hickenlooper and other members of the state legislature including new Senate leader Morgan Carroll of Aurora.

Saturday Cindy Kirby was elected as new President and Kurt Steinhook as Sec/Tres. I am also pleased to announce that I was nominated and was elected as one of the 14 At-Large Vice President's of our State AFL-CIO.

Chuck Bader and Tina Deschateles are also on the Executive Board as Vice Presidents so APWU has 3

members total this term.

The convention helped open my eyes to how there are other unions within the State who have the same concerns and problems that we do and that we all can work together to help working families. We are not in this alone and as a group we can work for change.

I will be attending a legislative planning meeting at the State office in November and political planning in December plus a Black Friday protest at WalMart/Lakeside is scheduled. I will keep the membership posted if others wish to get involved.

Thanks again.

General Membership Meeting promptly at 8:30 on Sunday March 9th Golden Corral, Parker Rd. and Arapahoe

Membership FYI

Q) Why have clerks been instructed that they do not have to record parcel counts?

A) Parcels are now being counted by the number of Arrival at Unit Scans plus 8% (to account for parcels without a barcode). It is very important that we make these scans so we receive credit for all the parcels. I will be inquiring about what happens if the scanners malfunction and we lose these scans.

Q) What is the contract provision when I am instructed to change my schedule at managements request?

A) LMOU Item 21.F requires an employee to work their bid as posted and management does not have the right to displace you from your duty assignment and backfill it with a junior employee, PSE or someone on a full tour of overtime. JCIM Art. 8, page 5 requires management to notify the employee the Wednesday preceding the service week in which management wishes to temporarily change an employee's schedule for managements convenience. Out of schedule (50%) is paid for all hrs. an employee works outside their regular schedule at the request of management. If

timely notice is not given then overtime is paid and if you end tour before your regular end tour then you are entitled to Guarantee time. Remember that if you change your schedule for your convenience a PS 3189 (Change of Schedule) must be signed by you, your supervisor and a union steward. Permanent changes to your schedule must be in writing.

Q) What is the requirement for working overtime in conjunction with approved leave?

A) JCIM Article 8, page 8 states "Normally employees, including those on the OTDL, that have annual leave immediately preceding and/or following their N/S days will not be required to work overtime on their off days. However, employees may notify their supervisors in writing of their availability. Please note it must be in writing, verbally is not acceptable.

Q) Can non-scheme qualified clerks including PSE's be utilized to distribute mail utilizing alpha-numeric charts and the PASS machine.

A) Yes, on straight time after maximizing the clerks on the OTDL who have a scheme requirement/qualification remembering mail availability. JCIM Art. 37, page 5. Yes, on overtime after OTDL is maximized utilizing scheme clerks first, non-scheme clerks second and the mail is available.

Report all violations and always remember - ***When, what, why, who*** and ***how*** when writing a statement. Ask your steward questions, read your contract, make proper operational moves, do not make deals with management at the expense of your co-worker, take your breaks/lunches within 6 hours, record all customer visits in the POS machines and make your scans etc.

*Help us protect
your work, your rights and
retain jobs for yourselves
and future Postal
Workers.*

100th Anniversary of the Ludlow Massacre

May 18, 2014

June 3, 2013 - The 100th Anniversary of the Ludlow Massacre is upon us. The strike started on September 23, 1913, and the massacre occurred on April 20, 1914, in southern Colorado. The United Mine Workers of America is planning a series of events to commemorate this tragedy. Many academic and labor historian groups have been planning events and speaking engagements on Ludlow.

The UMWA has moved its 2013 Annual Memorial Service, normally held in June, to Sunday, September 22, 2013, to commemorate the start of the strike. The 2014 event will be held the weekend of May 18, 2014, to commemorate the 100th Anniversary of the Massacre. We considered April 20, 2014, the date of the tragedy, but that is Easter Sunday. We are planning a prayer vigil that day but the remembrance will be held May 18th. We are also planning a re-enactment of the Mother Jones March in Trinidad in February 2014. The date and time will be announced at a later time.

I am writing to you today not only to invite you to attend these functions, but to ask how Organized Labor can commemorate this event. Men, women and children died in the Ludlow struggle for economic justice. It's my opinion that the greatest tribute we can give them is use the 100th Anniversary to further their cause.

The UMWA was the union that was involved in this organizing effort but history shows that the Denver Area Labor Federation was also heavily involved in their support of these workers. Even though the strike was unsuccessful, it did set the table for the passage of the Wagner Act of the 1930's, which provides workers the right to organize and thus began the middle class. It also provided a future President of the UMWA, John L. Lewis, the necessary tools and the ability to create

the Congress of Industrial Organizations (C.I.O.) and its affiliated labor unions during the great Industrial Revolution.

Many of the issues that occurred at the time of the Ludlow Massacre are some of the same issues that we face today. Gone are the issues of the company towns, company guards, scrip (coal company money) and tent colonies. However, the attack on collective bargaining rights and the right to organize, economic injustice, immigration, worker health and safety, corporate, political, and media attacks on labor unions, 8-hour work days, and numerous other issues, face all of us today.

The Ludlow workers took on the battle one hundred years ago, and I would ask you to honor them by making the centennial events of the strike and massacre our opportunity to redefine the labor movement and to take our rightful place in today's society.

Even today there are attempts to re-write history to make the public think that the coal companies were the victims in the tragedy. But in order to understand the events of April 20, 1914, you must first understand the events preceding the massacre, such as the living and working conditions the workers endured, not to mention the company's unwillingness to deal with the issues. We understand that labor unions protected the workers and their rights on the job, and that this is still the case today. In fact, the greatest cause of picket line violence during the Ludlow Strike and still today -- is replacement workers. The United States of America may be the only country of the industrialized nations where replacement workers are still legal. Once the public is

able to put both of these issues together they will truly understand Ludlow.

I feel it is up to all of us who enjoy collective bargaining rights, to use any and every opportunity to speak out, to engage our political friends, as well as our enemies, and when able, to participate in public events and to be a part of any debate about Ludlow and/or any of the issues that still face us today.

Ludlow was a United Mine Workers of America event and we plan on offering a tribute to these fallen miners, their wives, and children. I ask each of you and your organizations to please provide us input on how we can make any event better and how we can better engage the public in all issues affecting workers. Please contact us with your thoughts and any events you may plan in conjunction with this anniversary. I am asking all of you to honor them the best we can by furthering their cause of worker justice any way we can.

We are preparing a Ludlow Centennial Commission website, which will feature a calendar of events and other pertinent information. There is a Facebook page called "Ludlow Centennial Commemoration".

In closing, thank you for your time and allowing me to pass on this information. Feel free to contact me with any questions or comments. I look forward to hearing from you.

Contact: **Bob Butero**,
Director Region IV, United Mine Workers of America
Area Code (303) 425-7110
Email address: region4@umwa.org

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Book Review

Murder of a Post Office Manager

by Paul Felton, (NY: Hardball Press, 2013)

Reviewed by Peter Rachleff, Professor of History, Macalester College, Saint Paul, Minnesota

Years ago I had a run-in with the producer of an AM talk radio station. He was soliciting proposals for new shows and I had pitched one that would focus on labor issues and working class stories. He dismissed my idea (and me), saying “You don’t know the difference between education and entertainment.” It’s lucky for us that Paul Felton doesn’t know the difference either. He’s written an entertaining book which teaches its readers about postal work, the fabric of a unionized workplace, and the shop floor responsibilities of a union steward. Not only will you enjoy this book, but you’ll want your family and friends to read it, too.

This is Paul’s first book. He has recently retired after three decades of work in the U.S. Postal Service, mostly in suburban Detroit. He belonged to a local union made infamous by two fatal shootings (each in a different facility). While he worked as a rank-and-file mail sorter, Paul also spent many years as a dedicated shop steward and as the editor (an elected position) of his local’s monthly newsletter. Through this role, he became an activist within the Postal Press Association, an organization which supports the editors of more than two hundred APWU local newsletters by offering training, resources, and a sounding board. These experiences made Paul an excellent listener and observer of his fellow workers, making one of *Murder of a Post Office Manager*’s great strengths the characters that he creates, women as well as men, African American as well as white, TE’s and 204B’s, and even frontline management. He has an eye and an ear for their lives and their stories, and they emerge as three dimensional human beings.

Paul has drawn on the model of a murder mystery to entertain us, to hold our attention. Who doesn’t enjoy a good “Whodunit”? Someone has killed the manager of a major postal facility, and there is no shortage of motives or suspects. Tidbits of the investigation, documentary evidence, and witness testimony get revealed along the way. As the plot thickens, our curiosity gets engaged and

we cannot help drawing our own conclusions.

As we are being entertained, we are also being educated. As a student of the organization and re-organization of postal work, from the introduction of Letter Sorting Machines and Flat Sorters in the 1970s and 1980s to Remote Video Encoders in the 1990s and 2000s, I have been intrigued by the ways the Post Office’s Research and Development staff has redesigned the heart and soul of postal work towards the goal of making it less skilled, so that management’s control could be enhanced. I have also been intrigued by the ways that machines never fulfill their creators’ promises, that all-too-human managers misapply new technologies and create roadblocks and inefficiencies that rank-and-file workers might have anticipated if they had been asked, and that workers find ways to insert their imaginations and skills, thereby regaining some of the control that management had sought after.

Murder of a Post Office Manager, through stories of workplace incidents, snafu’s, and disruptions, bears witness to these day-in/day-out struggles between workers and management. Paul is so good at bringing this to life for us that we share in the anger, at times, and the humor, at other times. His readers get a great education in the nature of postal work itself.

And then there’s the issue of how it matters to have a union. While most of the readers of my review already understand the dynamics of a unionized workplace, you are an ever-shrinking minority of the American workforce. Only about ten percent of us work in unionized workplaces anymore, and I would estimate another fifteen percent of us used to do so. That leaves about seventy-five percent of the public with scant understanding of grievances, grievance procedures, shop stewards, and arbitrations. For most of us, what the boss says is the law and that’s all there is to it.

Paul does an absolutely brilliant job of immersing his readers in the fabric of a unionized workplace – not only the specific rights that the contract gives workers but also the ever-present tug of war between managers and workers to restrict, respect, or even expand those rights. If you don’t have this experience in your own workplace, you’re not likely to learn about it in school, and as the ranks of union membership decline, it’s less and less likely that a new generation is going to learn about it from mom or dad at the dinner table. *Murder of a Post Office Manager* educates its readers to understand the nature of a unionized workplace.

Given Paul’s own experiences, it’s not surprising that this book offers some of its richest insights into the work performed by shop stewards. The central protagonist of the book, Paul Farley, is a dedicated, even zealous, steward. He is dedicated to his fellow workers more than to the letter of the contract, and he works hard, off the clock as well as on, to understand them, their needs and their foibles, and to represent them passionately informally as well as formally, every step of the way. There are other stewards in this story, and their own experiences and efforts suggest that there is no cookie cutter version of a shop steward. They are human, too, and they are pressed to be accountable to the women and men they represent. Indeed, postal facilities, as Paul reveals in this book, are full of pressure and tension. Many workers are in vulnerable, complex positions. Some are seeking to move from the insecure position of a TE to the stable position of a full-time employee with defined rights, while others are seeking to climb from the bargaining unit into management through the mechanism of the 204-B, the shop floor worker who occasionally performs managerial duties. Other tensions come from conflicts among workers, instigated by racial or sexual energies and agendas, sometimes exacerbated by management’s subtle manipulations.

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How To Harass Your Steward

- 1) Go to the supervisor and make deals, but don't tell your steward anything about it. When the deal doesn't go your way, ask the steward to fix it.
- 2) Go to your steward with a problem. Call the supervisor all kinds of names, and accuse him of insanity. Then when the steward takes the problem to the supervisor gets angry, pretend you don't know anything about it. Tell the supervisor that he is a fine person and that the steward is the crazy one.
- 3) Don't read the newsletters or bulletin boards, and don't go to union meetings. Expect your steward to tell you everything. Lose information you've been given

and ask for second copies. Never vote in elections, just complain about the outcomes.

4) Don't tell the steward anything. Expect him or her to know - without being told - when the contract is being violated, or when you are dissatisfied. Or tell them more than 14 days after the violation occurred.

5) Instead of talking to your steward on the clock, call them at home on their day off. That way you won't be a troublemaker in management's eyes.

6) Don't obtain copies of doctor's notes or other paperwork needed to win your

grievance. When the grievance loses, you can always blame the steward.

7) Don't worry about your steward's feelings. If you're in a bad mood, say whatever you want - indulge yourself. If the steward gets angry, threaten to quit the union. After all, stewards are paid to take the abuse.

Stewards aren't perfect, and they don't claim to be. But there's only a handful of people in this world trying to make a difference -- and your steward is one of them. Treat them with the courtesy and respect they deserve.

Postal Press Association

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

Dan's Too Box - continued from page 1

people not just the 1 percent. The issues that will affect us all, for generations to come, include ***Jobs, Wages, Retirement Security, Wall Street reforms, Campaign Finance Reforms, Social Injustices, Sensible Gun Control, Civil Liberties and Health Care***. If you are not already involved then 2014 is the year you should get involved and take the necessary action to stay involved and let your voice be heard.

You could be reading this and saying “***hey Dan these things are not really Postal issues so I don't really care***”. Well then I feel sorry for your family and your kids and your grandkids because you are too selfish to see that far ahead into the future. You, as a Postal Worker and a Union member, have it made! You have all the benefits and job security necessary to be a part of the middle class because the Union has negotiated that for you and will continue to do so into the future. The trouble is if you don't take any action

today, what we have now is as good as it will ever be, although maybe not forever. So please try to care and take action to make a difference. We all have that ability because we are American Postal Workers and are a part of the greatest Union in the country. Good things will come to those who make the choice to do good and I hope that you will be a part of that.

Have a safe and Happy New Year and God Bless you all as well as our leaders who are striving to make a difference.

A Post Office Manager - continued from page 4

But, on the whole, the workforce in *Murder of a Post Office Manager*, rich in diversity and under pressure, comes across as a big, sometimes messy, family, more functional than dysfunctional. Paul's detailed descriptions of several workplace job actions, both in the plant and in the parking lot, demonstrate the inherent solidarity that continues to inform the work lives of postal workers.

We live in a culture which demonizes postal workers (e.g., the popularity of the phrase “Going Postal”) and demonizes unions (Wisconsin, anyone, or Indiana, Michigan, Ohio, and more), a culture

which, through TV and films, has constructed, circulated, and consumed a frustrating array of negative images of working women and men. Either we are invisible or incompetent, angry or dull, but never, never, three dimensional. Our brother Paul Felton has rendered us and the people we know best as three dimensional men and women. Be entertained by his book, be educated by his book, and share it with the people you know would understand you better if they understood your work.

Peter has worked with the APWU, many of its locals, and the APWU National Postal Press Association (PPA) in a variety of

capacities over the past thirty years. He is the author of Moving the Mail: From a Manual Case to Outer Space (Morgantown, West Virginia: Work Environment Project, 1981), which grew out of the then APWU Eastern Region Summer School at West Virginia University. He has taught numerous times in that school, as it has transformed into the Postal Labor Unions Summer School. He has also taught many times at the PPA biennial national conferences.

To order *Murder of a Postal Manager* go to www.hardballpress.com (\$15 plus \$2.35 for shipping via U.S. Postal Service – of course!)



AUXILIARY TO THE
AMERICAN POSTAL WORKERS UNION

NATIONAL DISTRICT 7 COORDINATOR

E-MAIL- jetang@maine.rr.com

JOYCE TANGUAY • 236 WESTBROOK ST • SOUTH PORTLAND, ME 04106-3326 • TELEPHONE (207) 772-8521

Printed by the Auxiliary for the Auxiliary

“Life Without a Limb is Limitless”

Dear Brothers and Sisters,

Are you a veteran? If so, thank you for your service. Do you know a veteran? If so, please thank them for their service. At each National Convention the Auxiliary to the APWU works on a Human Relations Project. For the 2014 Convention in Chicago, we have chosen the Wounded Warriors Amputee Softball Team. (WWAST) This team represents some of the nation’s bravest and most determined heroes, soldiers and veterans.

In 2011 Sports Illustrated printed an article about these amazing young men. Following is an excerpt from this article. “Every member of the WWAST is a war veteran who sacrificed a part of himself in Afghanistan or Iraq. Before they were in the military they were high school or college baseball players and they have fought through devastating injuries and exhausting, sometimes excruciating rehabilitation to make it back from the battlefield to the ball field. In the process they are proving to everyone, including themselves, that despite missing limbs they are still the same focused, physically capable men they have always been.”

The mission of WWAST is to raise awareness, through exhibition and celebrity softball games, of the sacrifices and resilience of our military. They travel around the country playing only able bodied teams. At first they may be underestimated but that doesn’t last long. We feel that this team is such an inspiration that we want to start raising money now to help them with their travel expenses and whatever else they may need to be able to continue helping other veterans. Veterans who may have the same disabilities, so that they may show them that “Life without a limb is limitless.” For more information and a look at all they have accomplished I encourage you to check out their website at www.woundedwarrioramputeesoftballteam.org

We are very excited about this project and do hope that we can count on your support. We will be accepting donations from now until and during the 2014 Convention. Checks may be made out to: **Auxiliary to the APWU** and sent to: **Trisa Mannion, Treasurer, Auxiliary to the APWU, 3038 Cloverdale Court, Grand Junction, CO 81506**

Yours in Solidarity,

Human Relations Committee:

Chairperson; Joyce Tanguay, District 7 Coordinator, Auxiliary to the APWU
 Co-Chairs; Bonnie Sevre, District 3 Coordinator, Auxiliary to the APWU and
 Terri Mahan, District 5 Coordinator, Auxiliary to the APWU

Election Notice

Results

Attention

APWU Members

As of the September 2014 General Membership Meeting of the Aurora Local APWU, the following nominations were made and accepted:

- 1) **President:** Shelly Lucido
- 2) **Vice-President:** no nominations
- 3) **Secretary-Treasurer:** Dan Van Minnen
- 4) **Board of Trustees (3):** Mike Poole, Ken Hagemann, Penny Taylor

The nominations were then closed. Because no office was contested, the nominated individuals were then declared elected to their offices. The terms of office begin on January 1, 2014.

Sincerely,

The APWU Election Committee

Mike Poole (chairman)
Michael Bradshaw
Kary Kim

September 8, 2013

Results of the Proposed APWU Local 6315 Constitution Changes as Published in the Last Newsletter
The proposed changes failed to pass.

APWU
Standing Together
www.auroralocalapwu.org/election

Aurora News

Aurora Local APWU

www.auroralocalapwu.org

PO Box 471234

Aurora CO 80047-1234

Important
General Membership Meeting
beginning promptly at 8:30 on March 9th
Golden Corral
Parker Rd. and Arapahoe
Agenda items to include:
Vote on Constitutional Changes
Discussion and Vote on Merger with Littleton.