



The President's Report

by Shelly Lucido

"Our Solidarity is what gives us the credibility and power to make changes."

It is due to our solidarity, dating back to the Postal Strike of 1970, that we benefit from our new contract. As dues paying members of the American Postal Workers Union, we have participated in the process by standing in solidarity. The term of the new contract is May 21, 2015 – September 20, 2018. By the time you read this, career employees will have received a 1.2% wage increase, and PSE's a 2.2% increase, effective August 6, 2016. Expect retroactive pay for the period of November 14, 2015 – August 5, 2016 on November 4, 2016.

To name a few other highlights of the new contract

- 6 paid holidays for the PSE's
- 2 more pay increases during the life of the contract
- retaining the no lay off clause
- increase in clothing allowances to include an allowance for PSE's to purchase 3 shirts annually
- retained COLA's.

Solidarity

To review the full award go to *APWU.org*. A new contract will be provided to the local members of the APWU as soon as they become available.

Solidarity is not about one, it is about all.

Solidarity vs "Let's make a deal"

If you were not aware of it, making a deal with management in direct violation of the contract is, in most cases, harming your fellow employees. Management wants to play *Let's Make a Deal* to benefit themselves and sow division within the union. Do you care? Solidarity is not about **one** it is about **all**. *It is about unity*. It is about caring when your fellow employee's rights are being violated. It is standing together and enforcing the provisions of the *entire contract* for the *entire*

membership. It is not picking apart the contract to benefit oneself. Those who do this disrespect and show ungratefulness for the solidarity that has brought us this far and will take us farther into the future.

I Didn't Know

LMOU Item 4 states in part:

Reverted leave must be in writing submitted to the Local APWU President and the Postmaster, or their designee, for approval at least 14 days prior to the start of the leave.

In one case that went to arbitration, an employee reverted their leave less than 14 days in advance and was scheduled for work. Another employee requested the union file a grievance because they were harmed because they would have wanted to take those vacated days off. The arbitrator ruled that if an employees' request does not meet the provisions of the LMOU Item 4

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Dan's Tool Box

Postal Management & We Have A New Contract!

Congratulations to our entire workforce and I would like to express considerable thanks for all the efforts of those involved in these past negotiations. We have a contract and this will carry us through September of 2018. For more information about the details check your Union bulletin board or the local's website.

Workers Deserve Respect! That has always been something that your local has told each and everyone of the employees that we represent. In both the Maintenance and Clerk Crafts that has been strongly emphasized by your local officers and

stewards. So when it comes to down to it, **Do You Feel like Postal Management Respects You?**

Only you can answer that question. I know that that they don't respect our Collective Bargaining Agreement, In fact they have paid out in excess of \$100,000.00 alone in the past 12 months just because of that fact. In both the Maintenance and Clerk Crafts and for many of our PSE employees there have been a multitude of settlements at the local level, with more on the way. So remember to request your steward and enforce your rights under the Collective

Bargaining Agreement. We will see very soon how much management respects the new agreement between the parties. I will keep you posted.

PSE's are getting converted and congratulations to all of those newly converted within this last 12 months. It is not management that has been so gracious as to make your conversion happen. In fact with each conversion the APWU has had to get involved, due to a lack of cooperation on management's part to get those hard working employees converted in a timely

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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 | Secretary-Treasurer - Managing Editor Dan Van Minnen STEWARDS Altura, Buckingham, Hoffman Heights, Fletcher, Main Office : Shelly Lucido / Alternate: Dan Van Minnen Gateway, Tower, Maintenance Dept: Dan Van Minnen / Alternate: Shelly Lucido | 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.

Why Are You Paying Union Dues?

by Mo Merow,

National Business Agent, Clerk Division, Denver Region

From time to time I, as well as other union officials, hear a simple question. We hear it often and it is sometimes disturbing to those of us who have dedicated our time to represent the membership. The question? “Why am I paying union dues?” Followed by the comment “The union doesn’t do anything for me!” That question leads us to a brief history lesson.

Prior to 1970, there were no postal unions. There were employee associations, but they had no bargaining power. They could not bargain for pay raises, benefits or working conditions on behalf of employees. Subs, (later called PTFs) were not guaranteed any hours because they were never “scheduled”. Few had a chance to ever become full-time. The mail was transported by train or truck back then and Subs would come into the facility and “hang around” waiting to go to work. They would sit in the breakroom, off the clock, waiting for a supervisor to come in and tell them to unload a train or truck. An employee could come in and sit all day and never be one of those chosen to go and unload the truck. If they were lucky enough to be told to clock in and unload the train or truck, when they finished they were told to clock out and they would go back to the breakroom to wait for the next opportunity to clock in and work a few hours. Some, but not all would be given an opportunity to distribute the mail. After that load of mail was distributed, they would clock out and join others in the breakroom.

There was no collective bargaining. The representatives of employees associations would spend what little money they could scrape together to travel to Washington D.C. to lobby their Congressmen and Senators for better working conditions and pay raises. The United States Post Office Department was a federal agency and part

of the cabinet. The only way they were successful was by a vote of support for their issues in Congress, which was rare. Congress had complete control of the employee’s wages and working conditions.

In 1970, fed up with their low wages and poor working conditions, the employees of the Post Office Department went on strike. Striking against the federal government was a felony, but the employees were willing to take that risk in an attempt to bring awareness and improvement to their plight.

*“Why am I
paying
union dues?”
...wages,
benefits,
working conditions,
representation!”*

After two weeks, and under political and public pressure, elected officials understood the public was on the side of the striking workers, and finally broke down and invited a few worker representatives to sit down and air their grievances. In return, the postal workers went back to work and after weeks of negotiating, the *Postal Reorganization Act* was passed and signed into law by President Richard M. Nixon on March 12.

The Act allowed the employees to form unions with collective bargaining. It further provided for employees to reach their top step in eight years instead of

waiting 21 years like they did prior to the strike.

Through the years the union has improved on each contract that has been negotiated. We can always find someone who believes the working conditions are not acceptable, but the resignation rate among Postal Service employees is less than 5%. That’s a strong indication that this is a damn good job - thanks to those who came before us, put their jobs on the line at the risk of jail (and some of them were jailed during the 1970 strike) and those that have stepped up to the plate since to keep the union going.

Those who pay dues contribute to the strength of this union. Is this a perfect job? Absolutely not, but where else can you find comparable **wages, benefits, working conditions** and **representation**? Most of us cannot, or we would already be gone. Most of us don’t go anywhere because there is nowhere to go where we would have similar benefits. We are stuck with the Postal Service, but when you look around, there’s a lot worse jobs we could be “stuck” in.

Just consider, is your glass half empty or half full? Take a few minutes and think about it. We have a pay and benefits package that is second to none. We are making a decent, livable wage with which to keep our families comfortable, with health insurance to keep them healthy and life insurance to be assured our families will survive, if anything happens to us. We work every day toward the American dream including retirement benefits at the end of our careers.

I am proud to be a union member. When I retire, I will continue to pay union dues and give back to the very organization that gave me the ability to raise my family and retire with a decent income.



Like Us on **facebook**

[facebook.com/AuroraLocalAPWU](https://www.facebook.com/AuroraLocalAPWU)

Local Member Seeks State Senate Seat

Retired Aurora Local APWU member and former officer Tom Sullivan has announced he is seeking the Colorado Senate District 27 seat. In the announcement, published in the *Aurora Sentinel*, Sullivan said "... his focus will be issues important to middle-class families, including making sure other parents enjoy the paid parental leave he did as a postal worker and that parents can count on high-achieving schools like those in the Cherry

Creek School District his two children attended."

State Senate District 27 includes, generally, Arapahoe County east of Broadway to South Gun Club Road, and from Belleview Avenue south to County Line Road. To find the exact area of District 27, your precinct and voting district in Arapahoe County, got to:

arapahoevotes.com/my-voting-information/precinct-finder/#Search

For further information, Sullivan's website is at <http://sullivanforcolorado.com>, and his Facebook page is [facebook.com/SullivanForColorado](https://www.facebook.com/SullivanForColorado)

To read the original Aurora Sentinel article, go to aurorasentinel.com/news/tom-sullivan-jumps-in-state-senate-race/

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they cannot revert their leave and must take those annual days off.

In a recent local occurrence, an employee notified management in writing but did not notify the union until a week before the leave started and the union could not approve the request to revert leave. This employee stated "they didn't know" even though this has been a provision for several years and they had adhered to this provision several times before. Who is at fault here? The union, the steward or the employee?

Lunches

There are now two Step 3 settlement agreements that state "*lunches must be taken within 6 hours. This is not an option. Lunch and break schedules must be posted and adhered to.*" A change of schedule must be submitted and agreed on by the union prior to taking the "no lunch".

Grievances were initially filed on this issue because PSE's were not afforded lunches and breaks, and one PSE was sent home because they asked for a lunch at 6 hours, while other PSE's who skipped their lunch were allowed to stay and work. The union has also received complaints that some

were allowed to take a "no lunch" and others were not. In addition, people who wanted to take lunch were made to feel like a saboteur of the operation. As union members none of us should be OK with any of this.

LMOU Item 21.F states "*an employee will work their duty assignment as posted.*"

This means any changes to the posted duty assignment for an employee's convenience require a **PS Form 3189 Change of Schedule**, available on our website.

Too often employees change their duty assignment for their convenience without a change of schedule, but grievances must be filed on behalf of employees when management changes employee schedules for management's convenience. When disputes are filed on behalf of **one** the outcomes could be, and great deal of the times are, applied to all.

Arbitration rulings are binding not just on management but also on the union and union members.

This information has been presented at union meetings, in the LMOU, in stand-ups with management and the union, on the website and in previous newsletters. ***This information is readily available.*** Please take the time to know your rights

and responsibilities. Read your contract. Go to auroralocalapwu.org. Go to apwu.org. Read your Local Memorandum of Understanding. Attend your union meetings. Ask questions. But do not blame me or your stewards or officers for your failure to know.

LMOU Negotiations

With a new contract comes an opportunity to negotiate the *Local Memorandum of Understanding*. This is an opportunity if either party wishes to negotiate changes to the LMOU. See page 5 for more information.

In Closing

Let us always remember and be grateful for the sacrifices made, the battles fought and won and the solidarity it has taken to secure this most recent contract. *We all benefit.* We all have jobs that make it possible to provide for our families, take vacations, use sick leave or go to the doctor when needed, and look forward to retirement. ***Never take for granted what we have!*** We all need to work to protect it for those Postal employees that come after us.

Shelly

Dan's Tool Box - continued from Page 1

fashion. Either a grievance needed to be filed, a phone call made or continual e-mailing and monitoring or attendance of meetings had to occur for these PSE conversions to take place. Our local president Shelly Lucido has been working very hard to ensure that all PSE conversions have been done properly and she has been the driving force in ensuring that management is doing their job when it comes to getting new employees converted to full time regulars.

In closing, I would like to remind the APWU Clerk Craft and Maintenance Craft employees, especially at both the Tower and Gateway stations, that your requests and updates of contractual violations throughout your station start by your requesting a steward. Remember that management violates the contract constantly. We just need to challenge that.

I know that we are doing the best with what we have and that we are all trying to

work smarter but that does not mean that you give them a pass when it comes to our contract. Management has reaped the benefits of that over this past contract and is looking to cut deeper so ***pay attention, request your steward and keep on your toes*** because **management is not your friend!** Instead, just ask for your APWU representative to get the facts.

APWU AMERICAN POSTAL WORKERS UNION

Our U.S. Postal Service Is Under Attack

Mail service to the American people is suffering. And a great public institution is threatened with privatization.



- On Jan. 5, 2015, overnight delivery of first-class mail was virtually eliminated.
- All mail throughout the country is being delayed. (This includes online purchases, local newspapers, organizational bulletins, letters, bill payments and invitations.)
- More than 150 mail processing facilities have closed since 2012, and approximately 70 more are targeted for closure or consolidation.
- Retail work is being sent to Staples, at more than 1,500 stores throughout the country.
- Door delivery is being eliminated in most new housing developments.
- Chronic understaffing frustrates customers and slows the mail.

PROTECT OUR NATIONAL TREASURE

A GRAND ALLIANCE
TO SAVE OUR PUBLIC POSTAL SERVICE

www.AGrandAlliance.org

Want to Join the Fight to Protect Our National Treasure?

Postal patrons who want to help protect the public Postal Service can join a coalition of more than 75 national organizations that is taking a stand against efforts to dismantle and privatize the USPS. For more information, visit www.AGrandAlliance.org.

For more information, visit www.apwu.org



Local Memorandum of Understanding Talks Open

Interested in improving our local? Do you have some ideas on how to improve working conditions in Aurora? This is the time to get involved. With a new contract comes an opportunity to negotiate the *Local Memorandum of Understanding*.

The LMOU covers areas such as wash-up time, how local annual leave is calculated & granted, how holiday schedules are made, how overtime desired lists are made, how light duty assignments are allowed, employee parking & how it is figured, and more.

The LMOU affects all employees nearly every day. Don't YOU want a say in the negotiations?

We want to hear any suggestions for changes, additions, deletions you might think are needed. Act quickly, negotiations begin soon.

Download a copy of the current document from tinyurl.com/z9xrtgg, or use the QRcode at the right. Then talk to your local union officer or steward about what improvements you think are necessary.



Vote on Tuesday, November 8!

Aurora Local APWU

Invites All Postal Employees, our AFL-CIO Brothers & Sisters and Family & Friends to

Race For the Cure

FOR ALL AGES

Sunday, September 25, 2016
Pepsi Center, Downtown Denver
5K Run / Walk / Family Fun Walk

**Race to Raise Funds for Grants and Research
Fundraising Challenge! Can *You* Raise \$100.00?**

Visit Our Page at the Race For the Cure Website
to Register or Donate: <http://tinyurl.com/j873gm8>

For more information:

Team Captain - Shelly Lucido 720.226.4760



Aurora News

Aurora Local APWU

www.auroralocalapwu.org

PO Box 471234

Aurora CO 80047-1234

Register - then Vote!
Your Future is In The Mail!

(Golden Corral opens at 7:30 am)

Centennial, Co 80016

located at 15775 E. Arapahoe Road

at the Golden Corral Restaurant

the meeting will begin *promptly* at 8:00 a.m.

Sunday September 18, 2016

will be held on

General Membership Meeting

The next APWU Aurora CO Local

APWU Members

Attention