



The President's Report

by Shelly Lucido

Managements' Decisions

Abolishment: *A management decision to reduce the number of occupied duty assignment(s) in an established section and/or installation.*

Reversion: *A management decision to reduce the number of duty assignments in an installation when such duty assignment(s) is/are vacant.*

Repost Duty Assignments: *A management decision to make changes to a duty assignment that requires it to be reposted.*

Excessing: *Solely a management decision*

The APWU has zero to do with these actions. However, the APWU will file a grievance if a violation exists.

Communication between you working on the workroom floor and your Officer / Stewards is essential to be successful in fighting these violations.

Illusions of Overstaffing

How time flies when your local Officers are busy cleaning up the mess the previous Postmaster left prior to her retirement. It all began last summer with the numerous abolishments and reversions of duty assignments. After that, in August,

...negotiations on protecting the no-layoff clause, a safe working environment free from harassment, a wage that allows you to continue providing for yourself and your family, a dignified retirement, our health benefits...

it was the notice of excessing. It came as a relief that the excessing event was canceled in March and I am happy to report that all but a couple of the grievances have been adjudicated and

unassigned regulars were either returned to their duty assignment or, in some cases, the duty assignments will be posted. However, with that being said the illusion that we are overstaffed in Aurora still remains. During a recent conversation with the current OIC Daryl Trujillo, he said he intends to start abolishing duty assignments again due to Aurora not earning the staffing that exists. Hold on to your seats here we go again.

Contract Negotiations Underway
June 26, 2018 marked the Opening Ceremony Negotiations for our Contract that expires on September 20, 2018. The APWU National Negotiating Team are working hard on negotiations on protecting the no-layoff clause, a safe working environment free from harassment, a wage that allows you to continue providing for yourself and your families, a dignified retirement, our health benefits and protecting the many other

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Dan's Tool Box

Roll With The Changes

Clerks

First and foremost, I would like to thank you all for allowing me to serve as one of your voices to Postal Management. Both President Lucido and I met with our new Postmaster Daryl Trujillo on March 21st and we discussed the need to clean up the mess that has resulted from the Excessing notice issued by the Area and the District on August 8, 2017. It was refreshing to see that he was very interested in doing so at that time. As a result of that meeting all grievances that have been filed and moved to Step 2 were remanded back to Step 1 for further development between the parties. Then in an unprecedented

fashion all bets were off as President Lucido had to send these cases back up to Step 2 because of Management's failure to meet on the issues. Thank goodness all of the abolishment cases were resolved which resulted in the city no longer having any Unassigned Regulars. It is taking time to fix the issues that have resulted from last year's Excessing event but we will continue to work through them as your representatives.

I would like to take this opportunity to extend my sincerest wishes and Happy Retirement sentiments to members **Annie Poon, Melinda Bless and Robert Burton**. Fairs Winds and Cool Breezes

brothers and sisters you have earned it, so go and enjoy!

Custodians

Hopefully, as a Custodian you have been documenting all the additional duties that you are performing that have not been identified on the PS-4852, Workload Analysis. A simple way to stay organized is to do this on the Other Duties as Assigned Tracker daily. Then at the end of the month start a new sheet. Write it all down, better to be included than left out. **Zealously Guard and Protect Your Work!** We also have recently been

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The Passing Of Some Giants

The APWU recently suffered the loss of two icons of this Union.

President Emeritus William Burrus passed away on Saturday, May 19, 2018, at the age of eighty-one. The APWU home page noted that William (Bill) Burrus served as elected National President of the American Postal Workers Union, AFL-CIO from 2001-2010. He was the first African-American to be elected president of any national union in direct balloting by the membership.

President Burrus spent his entire career working to improve the experience of APWU workers. And by extension, all postal employees are better off because of his many accomplishments. From where I sit after my 30 years of service his life's work was and is a resounding success.

Over his decades of union leadership, he was responsible for countless Arbitration settlements and Memorandums of Understanding with postal management which greatly enhanced workplace benefits, rights and safety of APWU represented employees.

APWU Mark Dimondstein said "The APWU family is greatly saddened by the death of Brother Burrus. Our heartfelt sympathy goes out to his wife Ethelda and his entire family who generously shared

brother Burrus with us over many decades. We, as postal workers, including our families and our communities, have greatly benefited from the impassioned and determined life's work and leadership of William Burrus."

We also suffered the loss of current **APWU National Maintenance Craft Director Steven G. Raymer** who passed away suddenly at his home on June 6th.

Recently I had the honor of being Brother Raymer's selection to serve on the national rank and file committee that will review any potential contract offer made during our upcoming negotiations. I am very proud to be his selection.

The Sunday before he passed we had some good conversation at the National President Conference in Virginia. We discussed his family, and we discussed the task in front of us with contract negotiations. Steve was in good spirits, and his sudden passing leaves a giant hole in our team as we move towards national level negotiations.

APWU Assistant Maintenance Division Director Idowu Balogun noted "The APWU has lost a union brother, a good friend, and a mentor," APWU President Mark Dimondstein said, "We are all deeply saddened and still in shock over the

untimely passing of Brother Raymer. Our heartfelt thoughts go to his wife Nancy, daughters Allison and Jessica, his three grandchildren and his extended family.

Up until the last days of his life, he was working on behalf of our members – getting ready for contract talks, national arbitrations and planning for our convention. We salute his many contributions over the years and his deep dedication to the APWU and its members."

I leave you all with this thought: "When we realize the shortness of life, we begin to see the importance of making every moment count." Dillon Burroughs


Brothers Burrus and Raymer made every moment count, and they did so in service to all of us in our great industrial union. Their memories live on in all of us, and we will forever be better off for their efforts as well as their solidarity. God bless them both, and on behalf of this local, I extend our heartfelt sympathies and prayers to their families.

Roscoe Woods, President,
APWU 480 - 481 Area Local (Michigan)


Edited and reprinted from
the **480-481 Communicator**

A LABOR DAY REMINDER

Find out just what any people will quietly submit to and you have the exact measure of the injustice and wrong which will be imposed on them.



Power concedes nothing without a demand. It never did and it never will.



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FROM FREDERICK DOUGLASS

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benefits and job securities we enjoy on a daily basis. Show your unity and support for our National Negotiating team by wearing your APWU buttons, shirts, Aprons etc. on Thursdays until we have a contract and show the USPS that we are **Fired Up and Ready to Go!**

Driving your Privately Owned Vehicles (POV) and entitlement to paid mileage

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

Re: Use of Privately Owned Vehicles

The parties agree that the following represents the policy of the U.S. Postal Service and the American Postal Workers Union concerning the furnishing of **privately owned vehicles (POV)** by employees of the crafts represented by the APWU: No craft employee represented by the APWU may be coerced into furnishing a vehicle or carrying passengers without the employee's consent. The use of a personal vehicle is the decision of the employee and it is not the intent of the parties to discourage such use of personal vehicles when transportation is needed from one postal facility to another or in the completion of the employee's assignment. When an employee begins his/her work day at one postal unit and is provided transportation to another unit to complete his/her tour of duty, that employee will be provided transportation back to the unit where his/her tour began if transportation is needed.

If the employee ends tour at the new location the return trip will not be on the clock but transportation will be provided promptly by management upon your request.

PSEs, Clerks and Labor Custodians are driving their POVs all over the city without knowing the consequences or receiving mileage reimbursement. Driving your POV on the clock is your choice but know this - **if you are involved in an**

accident in your POV on the clock you are not covered by Postal Insurance. You better have personnel insurance to cover your vehicle and yourself for utilizing your vehicle for work. This is why you are entitled to mileage. Once you have reported to a station and you are asked to travel to another station you have a choice. If your choice is to drive your own vehicle document your mileage and ask for reimbursement from management. If management refuses or fails to reimburse you for your mileage you need to request a steward.

Principle Assignment Areas

Question: Must a principal assignment area be posted on duty assignments?

Answer: Yes. Article 37 requires this information on all postings. Local practice in defining a principal assignment area will continue. If no principal assignment area has been established for an existing duty assignment(s), management will determine the principal assignment area in accordance with the definition in Article 37 and notify the local union and the employee holding the assignment.

Question: Can a duty assignment have more than one principal assignment area?

Answer: No. LMOU Item 21.F states an employee will work their duty assignment as posted and will not be displaced by a junior employee.

As the union understands managements rights to assign employees to other duties other than their Principle Assignment Areas this must be done by juniority.

Period. Management has asked if volunteers are allowed when needing to assign employees to other duties and I

informed them absolutely not. Duty Assignment are obtained based on seniority and our LMOU Item 21.F states employees will work their duty assignment as posted and not be displaced by a junior employee. To allow for volunteers would be a violation of this provision.

Twenty-two years and counting

For this many years I have been a Steward and/or an Officer for the union and am still filing some of the same grievances. Why? Because management is not held accountable for the violations nor do they intend to honor the agreement made between the United States Postal Service and the American Postal Worker's Union. So what are we to do but keep fighting the fight and upholding the contract. **When violations exist request a Steward and do not turn and look the other way.** We have to be in this fight together. United we stand, divided we fall. Do not allow Supervisors to constantly work the window, do not allow carriers to do clerk work, do not allow them to displace you from your Principle Assignment Area, Do not allow mail to sit for days and not request a steward, do not allow management to violate the contract ever. If the USPS will not hold management accountable for violating the contract then we must.

As we fight for Today and a Better Tomorrow remember our strength comes from every individual standing together in solidarity and getting **Fired Up and Ready to Go!** It is my honor to be standing with you.

Shelly



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Dan's Tool Box - continued from Page 1

assigned to wash all vehicles citywide on a rotating basis. This is something that will no doubt need to be documented as well and will help improve the company image to our customers and improve employee morale for sure.

PSE's

By now you most certainly have been made aware of the Settlement agreement between the parties regarding Workforce Benefits, signed on June 13, 2018. Please remember to check your Union Bulletin Board in the break room for specifics, or

our local website -

<https://tinyurl.com/ybsqqaom>

Highlights include:

1. Healthcare Benefit contributions bi-weekly from 65-75%.
2. Overtime pay for work after 8 hours in a given day and penalty overtime after 10 hours in a day.
3. Uniform Allowance for those PSE's who meet the criteria.
4. Four hour work guarantee.

In Closing

Always remember that we work for a world class organization and our jobs are to move the mail. That is what we do. It doesn't matter when it gets here or how much of it there is. What matters is that you come to work and do so on time, do your job assignment, take your breaks and your lunch within 6 hours (it is the law) and don't forget to take your wash-ups one before lunch and one before the end of the day. Always work safely and Have a nice day.

Dan Van Minnen

Aurora News

Aurora Local APWU

www.auroralocalapwu.org

PO Box 471234

Aurora CO 80047-1234

 **Every Vote Counts**
Every Election Counts

*This is a Proud
Union Home >>*

Sunday September 16, 2018
the meeting will begin *promptly* at 8:00 a.m.
at the Golden Corral Restaurant
located at 15775 E. Arapahoe Road
Centennial, Co 80016
(Golden Corral opens at 7:30 am)

APWU Members
The next APWU Aurora CO Local
General Membership Meeting
will be held on

Attention