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July-August, 2018

President's Report

Voter Registration Is A Priority!



by Joe Cuccinotto, President
jc@phoenixapwu.org

Former APWU National President Emeritus William "Bill" Burrus passed away on Saturday, May 19th, 2018 at the age of 81. Brother Burrus was the first African-American to be elected president of any national union via balloting by the general membership. Brother Burrus served as our National President 2001-2010. Brother Burrus also served as Executive Vice-President for 21 years from 1980-2001. Had the honor and privilege to serve under a truly great Union leader. Thank you for your service and dedication to the labor movement, paving the way for our membership.

APWU National Maintenance Craft Director Steve Raymer passed away unexpectedly on June 16th, 2018. Brother Raymer was a very good friend to Phoenix Metro Area Local and the

Denver Region throughout his years in office. Brother Raymer will surely be missed. APWU President Mark Dimondstein has announced in accordance with Article 21 of our Constitution, that current Maintenance Assistant Director "A", Idowu Balogun has assumed the position of the Maintenance Division Director. Western Region Maintenance NBA Jimmie Waldon was appointed by Brother Balogun to fill the position of Assistant Director "A," effective July 16, 2018. San Diego Maintenance Craft Director Hector Baez was appointed by Brother Balogun to serve as Western Region Maintenance Division National Business Agent "A" which is located in Mesa, Arizona, effective July 16, 2018. PMAL welcomes Brother Baez and is looking forward to working with him.

Executive Vice-President Debby Szeredy attended The 2018 Denver Region Conference recently held in Park City Utah. Sister Szeredy's message was loud and clear. All Union Members need to get involved now! The White House Plan for the USPS: Fix it and then privatize it. We have all heard this before, why should we be concerned now? The current administration on Capitol Hill has been slicing and dicing other government agencies and The USPS is getting closer to the top of the chopping block. Voter registration needs to be a priority. Read and learn about HR 31 Expressing the sense of the House of Representatives

that the USPS should take all appropriate measures to restore service standards in effect as of July 1, 2012. Talk to your co-workers, family members, neighbors and friends. We can no longer rely on just your Stewards and or Local Officers to fight these battles, the jobs we save will be our own. Sister Szeredy is leading the fight against Hostile Work Environments caused by abusive supervisory personnel. Sister Szeredy is encouraging all those who may have been victimized to reach out to her via the Local Union: hrdirector@phoenixapwu.org

Locally, we will be coordinating our efforts with AZ AFL-CIO Executive Director Fred Yamashita. During our Executive Council Meeting with AZ State Union Leadership, Brother Yamashita recognizes the political passion of our diverse Union Membership and is personally meeting with each Local Union Leader in order to better educate us on the importance of all parties getting on the same side to fight common issues. First and foremost for APWU membership is Postal Privatization and Restoring Service Standards. Other important issues are Red for Ed, Prop 305 and bringing Election Dark Money into the light. We need volunteers for legislative actions. More detailed info: phoenixapwu.org

President Mark Dimondstein joined us via Zoom and spoke on the opening of 2018 Contract Negotiations. APWU's

goals include but are not limited to:

- Job Security, protecting the no lay-off clause.
- Salary Increases.
- Bridging the gap between the divisive three tier wage and benefit structure currently in place.
- PSE Rights.
- Holding abusive managers accountable.
- Expanding and enhancing postal services and growing revenue.

Show your support and wear your Union Gear on Thursday's. Fired Up, Ready to go! Contact Local Contract Action Team Leader Terrie Davis for additional information: hrdirector@phoenixapwu.org

Phoenix Installation Clerk Craft: 30 additional PSE's were converted to Career Status effective July 7th, 2018. Along with the 20 PSE's Converted March 3rd and the 30 PSE's converted March 17th, we have 80 additional career Clerks. PMAL was able to stop the excessing event (30+ Clerks) that was initially scheduled to take place in February, and, gain an additional 80 career Clerks, Special thanks to Lynn Pallas-Barber, Clerk Craft Assistant Director, JoAnn Gerhart, Clerk Craft NBA and Johnny Abril, Clerk Craft Director PMAL. USPS has to create a total of 50 new bid positions by July 17th and another 30 bid positions by November 7th. Union Yes!

Proposed Constitution Change

Whereas: The highest level of representation is required at all times.

Whereas: The number of stewards at the Associate Offices continues to need improvement.

Whereas: The majority of the Step 2 and Step 3 appeals continue to be carried out by full time officers.

Whereas: The full time officer staff will be reduced from 4 to 3 beginning with the installation of officers resulting from the 2019 elections.

Be it resolved to amend the Constitution, effective with the installation of officers resulting from the 2019 elections, as follows:

2019 Language:

Section 2: EXECUTIVE VICE PRESIDENT

— The Executive Vice-President will be responsible for all grievances for the Associated Offices under the direction of the General President. The Executive Vice-President shall coordinate the grievance and arbitration activities of this Local including, but not limited to, the responsibility of recommending appeal of grievances for the associated offices beyond the local level. The Executive Vice-President will be responsible for designating stewards and chief stewards in the associated offices with concurrence of the General President. Any dispute involving steward selection shall be referred to the Executive Board for final resolution.

2019 Language as amended:

Section 2: EXECUTIVE VICE PRESIDENT —

The Executive Vice-President will be responsible for representation of 50% of the total Associated Offices. The Offices represented shall be determined by the General President. In the event there are an odd number of Associated Offices represented by the Phoenix Metro Area Local, the General President will assign the additional Office to the Executive Vice President or the Secretary Treasurer. The Executive Vice-President shall coordinate the grievance and arbitration activities of this Local including, but not limited to, the responsibility of recommending appeal of grievances for the associated offices beyond the local level. **The Executive Vice-President will be re-**

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APACHE JUNCTION * CHANDLER * GILBERT * GLENDALE * MESA * PEORIA * PHOENIX
SCOTTSDALE * SUN CITY/SURPRISE * TEMPE * WICKENBURG * AVONDALE/GOODYEAR * QUEEN CREEK

HEATWAVE

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Phoenix, Arizona 85040
(602) 437-8173
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Web Site: www.phoenixapwu.org

PHOENIX METRO AREA LOCAL APWU OFFICERS

- Joe Cuccinotto General President
jc@phoenixapwu.org
- Joseph Zamenick Exec. Vice President
jz@phoenixapwu.org
- Gary Hufstetler Business Agent
gh@phoenixapwu.org
- Sarah Rodriguez Secretary-Treasurer
sr@phoenixapwu.org

- Rick Bloomquist Director of Industrial Relations
- Terrie Davis Rep-at-Large

CRAFT DIRECTORS

- Johnny Abril Clerk
johnnyabril@yahoo.com
- Manny Chagolla Maintenance
mc@phoenixapwu.org
- Collin Bews Motor Vehicle Service
cb@phoenixapwu.org

STEWARDS COUNCIL

- Davyd Collie Chairperson

APPOINTEES

- Amy Ivery Editor
- Vacant Retirees Director
- Roy Braunstein Legislative Director
Marilynroyb@aol.com
- Terrie M. Davis Human Relations Director
hrdirector@phoenixapwu.org
- Kwane Vedrene Health Plan Director
- Greta Garrett Communications & Media
- Terry Mattioli Sergeant-at-Arms
- Freeman Stuart Sergeant-at-Arms

VACANT Heatwave Intern
This publication is for the express purpose of educating and informing members of Phoenix Metro Local APWU.

Any member in good standing is permitted to submit articles for publication. Articles are included on a space available basis. Submissions must include your name, signature and address or pay location for verification.

The Local reserves the right to edit all submissions. Material containing slander or libel will not be accepted. Copyrighted material must be accompanied by permission to reprint by the publisher.

The deadline for all articles is the 15th of the month.

Opinions expressed are those of the writer and not necessarily those of Phoenix Metro Area Local, its officers or the editor. All articles should be submitted to:

heatwave@phoenixapwu.org or

HEATWAVE

3741 E. Atlanta Ave.
Phoenix, AZ 85040



In affiliation with the APWU National Postal Press Association.



Vice President's Report

Your Leave Is Denied!!!



by Joseph Zamenick, Vice President
jz@phoenixapwu.org

So you're a PSE. You work hard and do everything required of you. Management works you seemingly endless hours and perhaps with only a single day off per week. You don't yet have the ability to bid a specific duty assignment so it's basically do what you're told when you're told to do it. Well it's comforting to know that, as a result of the endless hours of hard work you put in, you are building up annual leave so that you can enjoy some much needed rest, recreation and relaxation, right? Wrong? What??

The Collective Bargaining Agreement states, "...Annual leave is provided to PSEs for rest, recreation, emergency purposes, and illness or injury."

Postal Support Employees earn leave based on a formula which goes like this: "1 hour for each unit of 20 hours in pay status in each pay period."

An additional provision states, "A separating PSE may receive a lump-sum payment for accumulated annual leave subject to the following condition:

a.) A PSE whose separation is effective before the last Friday of a pay period does not receive credit or terminal leave payment for the leave that would have accrued during that pay period."

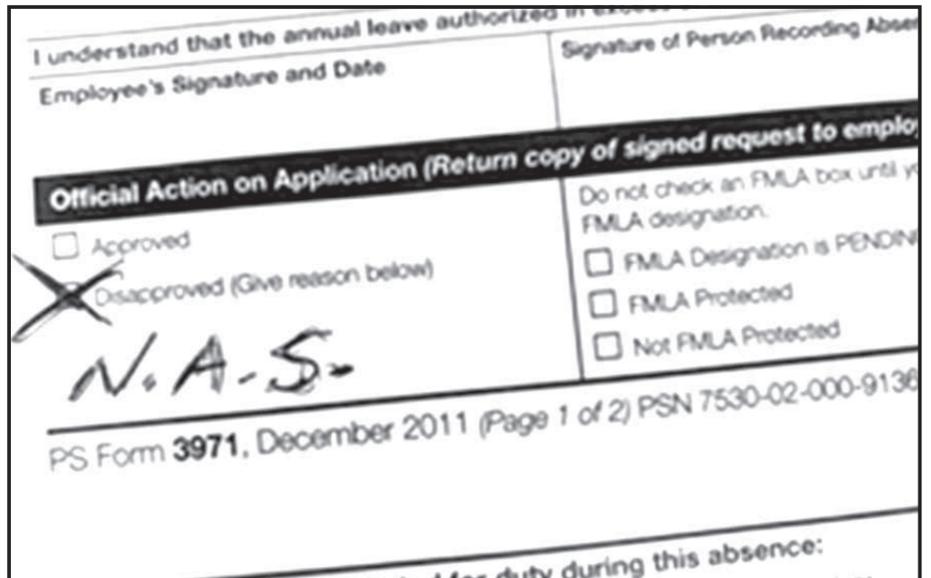
For the purpose of this article, another important excerpt from the C.B.A. states, "Career employees will be given preference over non-career employees when scheduling annual leave. This preference will take into consideration that scheduling is done on a tour-by-tour basis and that employee skills are a determining factor in this decision."

My question to you is, as a PSE have you been led to believe that you have no right to utilize annual leave? Is your annual leave request (3971) denied immediately? Have you been trained that you are simply expected to work your full appointment and receive a lump-sum check for your earned annual leave? If

you've answered yes to any of these questions, there's a problem and we want to know about it.

If management has successfully convinced you that the answer to any of the above scenarios is the right answer, they've lied to you. You work hard, you earn annual

by Wednesday of the preceding week for scheduling purposes. You are NOT required to work the entire year in order to receive a lump-sum payout of your annual leave. It does not make sense to receive a benefit which you cannot use. If your application is being summarily de-



leave and you are entitled to use it! Management does have obligations to the career workforce when considering your application, but consideration must be given to your request and your request cannot be denied arbitrarily or capriciously.

Does the career leave book have openings on a day or days you wish to have off? With proper advance notice, management must permit you to use your annual leave in that case. Make sure you make your request

nied and/or you are being told that PSEs are not allowed to utilize annual leave, request a steward so your Union can investigate and fight for your rights! This needs to stop!

Remember to stand persistently and professionally in the face of Supervisors, Managers or Postmasters who feel the need to dismiss your negotiated benefits. Feel free to contact me with questions or concerns at jz@phoenixapwu.org | Twitter: [@JZamenick](https://twitter.com/JZamenick)

It's Official I'M Retired

Ramona Teel 3/30/18 29yrs	Richard Spokoney 5/2018 32yrs
Elaine Wilson 3/30/18	David Rahn 5/25/18
Debra Aldrich 4/1/18	Angela Evans 5/25/18
Bruce Murchison 4/17/18	Frank Widner 5/30/18 40 yrs
James Biggs 4/23/18	Aaron McConnell 5/31/18 14yrs
Margaret Napier 4/27/18	Patsy Orlando 6/1/18 36yrs
Denise Schultz 4/27/18 28yrs	Julie Shannan 6/29/18
Dawn Hamilton 4/30/18 33yrs	Connie Warden 6/29/2018
Walter Parris 4/30/18 18yrs	William Laird 6/30/18 20yrs
Lupe Hernandez 4/30/18 20yrs	Joanne Jamieson 6/30/18
Richard Andrews 4/30/18 20yrs	David Stock VMF

Secretary-Treasurer's Report



by Sarah Rodriguez, Sec.-Treas.
sarah@apwuphx.org

As you may be aware, every year the Phoenix Metro Area Local awards three scholarships each in the amount of \$1,000 to graduating seniors whose parent or guardian is a member of the Local.

At our July General Membership Meeting, we had the pleasure of congratulating the winning students, with their families in attendance, during a certificate presentation ceremony.

Below we would like to highlight and once again congratulate our 2018 winners.

NEXT STEP: COLLEGE

Congratulations To Our 2018 Sadowsky Scholarship Winners

High School this year in the top 10 of her class. She was proud to be a member of Drama Club, the International Thespian Society, the International French Society, and the National Honors Society. When she was not in school, she would tutor at Mathnasium or volunteer at Feed My Starving Children. Kathryn is looking forward to studying Mathematics at Barrett, the Honors College at Arizona State University.



Kathryn Dziszuk and family

all their support throughout her life. She also proudly thanks APWU for the opportunity to receive such a high honor.

off in many ways. Hope to see you at the next one; you too could be a lucky winner!



Jasmine Aguilar

(daughter of member Veronica Aguilar)

Jasmine was born on January 11th, 2000 and is currently 18 years old. She graduated from Desert Edge high school in May of 2018. She is about to embark on a journey into college at Estrella Mountain Community College. She hopes to study somewhere in the medical field. She has received multiple awards for her academic achievements throughout high school and hopes that she receives many more in college. She thanks her family for

In Other Winning News ...

Cathy Rozdolski, Member and West Valley T-3 Steward was the winner of our General Membership Meeting attendance jackpot drawing. The jackpot was up to \$150. Beginning in January, \$25 is added to the prize each month, if the winning name drawn from our dues check off list isn't present at the meeting. In the event no one wins, the prize must go in November. Cathy is the first winner since inception, with the exception of our November must go drawings. Attending your Union Meetings pays

Postal Pulse Boycott Winners

The Postal Pulse Boycott is still in effect! Our boycott has been very successful and will continue until future notice. Don't give management anything to use against us in contract negotiations, do not fill out the survey. Additional information on the boycott and how to enter in contained in the issue.

Our May 2018 Postal Pulse Boycott winners were: **Guillermo Ortiz \$100, Charles Prestwood \$50, and John Grenier \$50.**

Our next drawing will take place at our September Membership Meeting.



Lesly Delgadillo

(daughter of member Greg Cienfuegos)

This seventeen-year-old has succeeded academically and went above and beyond by graduating in the 10th percentile of her senior class. Lesly will now be attending Arizona State University in the fall and will continue to focus, study hard, and make her family proud through the next four years of her new journey.



Jasmine Aguilar and family



Lesly Delgadillo and family



Kathryn Dziszuk

(daughter of member Christopher Dziszuk)

Kathryn graduated from Horizon

Clerk Craft Report

Workforce Benefits Fund Settlement – PSE Conversions Continue



by Johnny Abril,
Clerk Craft Director
johnnyabril@yahoo.com

On June 13th 2018, the USPS and the APWU at the headquarter level entered into an agreement that will benefit our Postal Support Employee (PSE) workforce. Here are some highlights of the agreement.

- The Postal Service will make a contribution in the amount of 75% of the total premium for any eligible

PSE who selects the APWU Consumer Driven Health Plan option.

- Postal Support Employees now will be paid overtime for work performed only after 8 hours (8) hours on duty in any one service day or forty (40) hours in any one service week. Overtime pay for PSE's is to be paid at the rate of one and one-half (1-1/2) times the basic hourly straight time rate and PSE's will receive penalty overtime pay for all work in excess of ten (10) hours in a service day or fifty-six (56) hours in a service week.

- PSE's are now guaranteed four (4) hours of work or pay when scheduled to work. (provided the PSE reports to work).

- On an annual basis, PSE's who are assigned as PSE Sales/Service & Distribution Associates, SSDA D/A 81-4 will now be eligible to purchase Type 2 uniforms as outlined in the Employee and Labor Relations Manual (ELM), Section 933.2. Provided they have met the following criteria:

a. Completed ninety (90) work days or have been employed for one hundred twenty (120) calendar days whichever comes first.

b. Successfully completed required training; and

c. Meet the requirements of the ELM, Section 932.11.g, which includes, "Retail personnel . . . whose official assignment at a retail counter is for minimum of 4 hours daily for 5 days a week on a continuing basis or for not less than 30 hours a week."

The effective date of this agreement will be soon as practicable, but no more than 120 days from the signing of this agreement. By mid-October of 2018 the agreement should be in effect.

I feel the overtime provisions of the agreement will have a profound effect on how management will now have to compensate the PSE workforce going forward. As we all know, mail volume will be increasing shortly and overtime and penalty overtime will be utilized. PSE's will now be included

for these overtime provisions and of the course the monetary benefits.

Please visit our website phoenixapwu.org to view the complete settlement.

On July 7th, 30 Postal Support Employees were converted to career status. We have had a total of 80 PSE conversions in approximately the last 4 months. I want to reemphasize how important it is to be a Union member. The conversions and the Workforce Benefits Fund Settlement is due to our membership. I attend some of the PSE orientations with our Secretary-Treasurer Sarah Rodriguez and GMF Steward Gabrielle LaDue who do an outstanding job on explaining the benefits of our Collective Bargaining Agreement. The future of our Union depends on continued membership.

You can contact me at the Union Hall (602-437-8173), by cell phone (602-359-4179) or email johnnyabril@yahoo.com.

Yours in Union solidarity.

Legislatively Speaking

Elections Have Consequences. Are You Ready To Help With The Struggle?



by Roy Braunstein,
Legislative Director

Statement by President Dimondstein on White House Plan to Privatize the Postal Service.

The White House proposal on restructuring the federal government released today, "Delivering Government Solutions in the 21st Century," delivered nothing but misinformation, and if implemented, would end regular mail and package services at an affordable cost to 157 million addresses every day. Furthermore, the White House plan is an attack on many federal agencies and

the public services they provide.

The White House's plan states, "Like many European nations the United States could privatize is postal operator." What's left unsaid is European nations charge substantially more for mail services delivered in a much smaller area. They also regularly raise the cost of delivery. For example, the cost of sending a letter in the United Kingdom has increased 80 percent over the past decade. By comparison, the U.S. has the lowest postage rates in the industrialized world.

Eliminating the universal service obligation, as the plan suggests, would hurt businesses and individuals alike, and would be a dagger aimed at the heart of rural America and undermine e-commerce.

The draconian plan uses "burdening the taxpayers" as justification to promote the privatization of the U.S. Postal Service when the truth is USPS is self-supporting and receives no tax dollars for postal operations.

And, while letter mail volumes are lower, package delivery is up substan-

tially. No institution is better suited for the e-commerce revolution than the USPS. The public postal service serves each and every person and belongs to the people of this country. According to recent surveys by Gallup and the Pew Research Center, it enjoys the highest level of satisfaction and trust of any government service or agency, rating the

highest amount young people.

Privatizing the Postal Service is not in the public interest or the interest of postal workers and would be nothing more than a raid by corporate pirates on a national treasure.

This outrageous White House plan should be a wake-up call to every postal

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THOSE WE LOVE DON'T GO AWAY...THEY WALK BESIDE US EVERYDAY; UNSEEN, UNHEARD, BUT ALWAYS NEAR, STILL LOVED, STILL MISSED AND VERY DEAR.

Elizabeth Baker (member) passed Donnie Green
Toni Baltierra lost her Husband; retired GMF clerk John "Jack" Sanchez
Rosa Aguila from West Valley lost her Brother
Jung Kim from West Valley Mother passed
Clarence Niemela (member) from Mesa four Peaks passed
Shelly Lindeman President of the Cheyenne Wyoming local lost her Father
Carol Estrada lost her Mother

Local Business Agent Update

Get Ready . . . Get Set . . . Vote!



by Gary Hufstetler,
Local Business Agent
gh@phoenixapwu.org

Note: This article was originally published just prior to the last General Election. The mid-term elections are coming up and I felt that it was a good time to have this information re-published.

My last article dealt with the right to vote and efforts to restrict that right. Let's now talk about getting ready to

vote. In order to vote in this year's General Election, you must be registered, be a U.S. citizen, be a resident of Arizona, and be 18 years old by Election Day, November 6, 2018. You cannot vote if you have been convicted of a felony and your civil rights have not been restored. You also cannot vote if you have been adjudicated as incompetent.

Next let's talk about getting set to vote. If you are registering to vote for the first time or if you have moved to a different county in Arizona, your voter registration form must include proof of citizenship or it will be rejected. Both a valid Arizona Driver License and a valid Non-operating ID License from MVD, issued after 10/01/1996, will serve as proof of citizenship and no additional documents will be required. If you do have one of these, the easiest way to register is to do so online at www.servicearizona.com. If you do not have either of those ID's, you will have to submit a hard copy

of the registration form along with proof of citizenship to your County Recorder's office either in person or by mail. Acceptable documents establishing citizenship include: a U.S. birth certificate, a U.S. passport, U.S. naturalization documents, and Tribal or Bureau of Indian Affairs identification documents. When registering, you have the option to be put on the early voting list. If you choose this option, all election materials and ballots will be mailed to you and you will be able to cast your vote by mail. You must re-register if you move, change your name, or change your party affiliation. All voter registrations must be submitted by October 8, 2018, 29 days prior to Election Day, and if mailed, must be postmarked by that date. If you wish to vote in the primary election on August 28, 2018, you must be registered by July 30, 2018.

Finally, let's talk about actually voting. In Arizona, if you choose to vote at a polling place rather than by mail,

you will need to provide identification. Acceptable forms of ID with name, photo, and current address include: a valid AZ Driver License, a valid AZ Non-operating ID License, Tribal ID, and a valid U.S. federal, state, or local government issued ID. If you have any of these forms of ID, only one will be required. If not, you will be required to produce multiple forms of ID that establish your identity and your place of residence. For a complete list of acceptable forms of ID and more information regarding registration and voting, visit the AZ Secretary of State's website at www.azsos.gov. It does take some time and effort to comply with these rules, but participating in our democratic process is a privilege that is worth whatever is required. Remember what I wrote in my previous article, "If you decide that it is just too hard, know that you are playing into the hands of those who wish to silence you."

Make your vote count.

Human Relations Report

Thinking Of Retiring?



by Terrie M. Davis,
Representative-at-Large,
Human Relations Director
hrdirector@phoenixapwu.org

There has been a multitude of employees retiring lately, due to the early out and people reaching their minimum retirement age. Since the numbers were so great, I reached out to Darin Kehmeier who is a Federal Benefit/Retirement Specialist, to try and clarify some of the most frequently asked questions when committing to the retirement process. Darin came up with the top five (5) Questions and Answers to help expound on the process of getting ready to retire.

If you have any questions, you can contact Darin at:

Darin Kehmeier
12725 W. Indian School Rd.

Suite E-101
Avondale, Az 85392
Office (623) 322-8085
Cell: (480) 235-5749
Fax:(877) 584-3065

Frequently Asked Questions About Retirement

Q. How do I start the retirement process?

A. Apply for retirement through USPS Human Resources Shared Services Center (HRSSC), they can be reached at (877) 477-3273, option 5. When calling HRSSC be prepared to provide your Employee ID and the date you are planning to retire. This will prompt HRSSC to mail you your retirement package (commonly referred to as the blue book) and an annuity estimate based on your chosen retirement date.

Q. When am I eligible to retire without a penalty?

A. CSRS employees must be at least age 55 with 30 years of service, age 60 with 20 years of service or age 62 with 5 years of service to be eligible to retire without a penalty.

FERS employees must be at least age 60 with 20 years of service, 62 with 5 years of service or after 30 years of service at the minimum retirement age (MRA). MRAs range from 55 for those born before 1948 to

57 for those born in 1970 or later.

Q. What happens to my health insurance after I retire?

A. The benefits for FEHBP plans will stay the same, however, your premiums will increase by 13% when you retire. For most retirees, the combination an FEHBP plan and Medicare A and B will result in having few, if any, out-of-pocket costs.

Q. What is the best time of the month to retire?

A. The best time for CSRS employees to retire is the 1st through the 3rd of the month they choose to retire. If you retire between the 1st and the 3rd your annuity will begin the next day and your first payment will be the following month (30 days later).

FERS employees should retire on the last day of the month, otherwise

they will have to wait 45-60 days for their first annuity payment. If you retire on the last day of the month your annuity will start the following day and you will receive your first payment the following month (30 days later).

Q. What is the FERS Special Retirement Supplement? And do I qualify?

A. The FERS Special Retirement Supplement is designed to bridge the money gap for some FERS employees that retire before the age of 62. It will supplement your missing Social Security income until age 62. This supplement is not available to all FERS employees.

To qualify you must have 30 years of credible service and meet your minimum retirement age or have 20 years of credible service at age 60.



Here's hoping this little get well wish will give your spirits a great big lift.

Dave Ortega from Downtown recovering from Surgery.
Pat Duenas has recovered from a reoccurring illness.

Industrial Relations Report

New Steward Training Class



by Rick Bloomquist,
Director of Industrial Relations

As Director of Industrial Relations, it is my job to provide training for members who wish to become Stewards and ongoing training for those who are currently Stewards. Phoenix Metro Area Local is always on the lookout for new Stewards. Over the past 2 years, we have had a tremendous outpouring of members wishing to become Stewards—many in the associate offices and in the maintenance and MVS crafts. This does not mean that we have an overabundance of Stewards. If you or someone you know, wish to join the fight, contact your Chief Steward or your Business Agent, and provide them with your contact information. The next New Steward's 1.0 training will be Thursday, July 26th. I will email you with more details as the date approaches.

Additionally, all Stewards who attended the last New Steward's Training Class are eligible to attend the Steward's 2.0 Follow Up Training Class, held three months after completing the New Steward's Training Class. If you have been a Steward in the past or are a current Steward who wants a refresher, you too are welcome to attend. Again, contact your Chief Steward or your Business Agent, and provide them with your contact information. The next Steward's 2.0 Follow-Up Training Class is scheduled for Friday, July 27th. I will email all those who are eligible to attend, as the date approaches.

I would like to personally thank all those who have stepped up to become Stewards. My thanks extends to all those who have stuck with being Stewards all these years and for mentoring those who are new to this endeavor.

Beginning with the October New Steward's training, your Executive Board has decided to expand the initial New Steward's training to 2 days, in an effort to give our New Stewards a greater advantage heading out of the gate. We have recognized, with the Associate Office and Phoenix Station Stewards, who do not have the gamut

of resources that the GMF and West Valley Stewards have, that it is essential to better prepare them for the fight they are about to undertake.

Denver Regional Conference:

I recently attended the Denver Regional Conference in Park City, Utah. While there, I attended two classes taught by APWU Western Region Coordinator, Omar Gonzalez. Article 16 (discipline) was the topic of one class. Omar covered various methods to address discipline cases and he even enacted a mock fact-finding. The other class pertained to the Hatch Act and how it affects us as Postal employees. The best part is that Omar has accepted our invitation to teach both these classes to ALL Phoenix Metro Area Local Stewards. The classes are scheduled for Thursday, September 13th, for the Article 16 training class and Friday, September 14th, for the Hatch Act training class. Additionally, on that Friday, a portion of time will be scheduled for break out training for MVS, Maintenance, Station Clerks, and Mail Processing Clerks. Emails, and perhaps mailers, will be sent out in the near future, to all Phoenix Metro Area Local Stewards.

The Hatch Act:

Without getting into all the legal aspects, as federal employees, we are prohibited from running for office in a partisan race while employed by the Postal Service. Additionally, we are prohibited from engaging in partisan politics while on the job — **this includes posting and/or sharing partisan political material on social media.** Believe me, the Postal Service is monitoring social media. As Omar Gonzalez stated in his class: If you are on the clock (including lunches and breaks) DO NOT post/share politically oriented material.

News from the West Valley:

The F1 Scheduler has been officially ruled a failure at the West Valley! Management (different from those who implemented the F1 Scheduler) reached out to our Phoenix Metro Area officers, and the Stewards at the West Valley, for their input regarding a new West Valley Clerk staffing package. To their credit (new West Valley Plan Manager, Yolanda Stenson, and Area In-Plant Support Specialist, Virgene Coleman), management listened to your Union. Many of you have seen

the results in the last 2 bid postings. Additional duty assignments are still in the grievance process for the West Valley. Keep an eye on the bid postings in the future.

The addition of these new bid jobs, coupled with the usual summer time decline in volume, has finally stopped all the non-OTDL mandates at the West Valley. However, this has not put an end to all issues at the West Valley. We are hard at work, on all three Tours, in an effort to eliminate as many of the issues as possible.

Our Goal:

The goal of our Union is not simply to file grievances. Our goal, as I see it, is to enforce the provisions of the contract by filing grievances when management violates our contract, in an effort to educate them, so they do not violate our contract in the future. This may seem like a pipe dream to some. This may seem like a futile endeavor to many. I still hold out hope, that by educating our Stewards Force, in an attempt for them to educate management, we may one day have a workroom floor with minimal, if any, violations.

"United we stand, divided we fall."

Happy Retirement Patsy

by David Kalandyk

Happy Retirement to very dear friend, Patsy Orlando.



The morning of May 31st, I came in early to say good-bye to a very dear friend on his last of work with the Postal Service, Patsy Orlando. I have known Patsy for his entire postal career. Patsy is hard of hearing and during his career with the postal service, he served as an advocate for all deaf and hard of hearing employees in the postal service. It was through him that we, as a Union, were able to obtain better communications with our deaf and hard hearing brothers and sisters. Patsy served as a steward on Tour 1 for many years and as-

sisted us with his sign language skills. Patsy can hear with the aid of hearing aids, but still needs to be able to read your lips when you talked with him. Patsy, and he knows this, was the biggest pain when I was clerk craft director because of his dedication and persistence for this local to fight for more rights and protections for the deaf and hard of hearing. He served on the task force for headquarters regarding addressing safeguards

being addressed in National negotiations to protect all handicapped workers in Postal Service. Patsy, thank you for your service, thank you for your friendship, and thank you for removing that pain in my rear. Brother, I will miss you, and many others will also. Enjoy your retirement and enjoy your travels with your wife Marlene, send me postcards. Good bye and good luck from those of us that know the real Patsy Orlando.



Director Safety Symposium

by Terrie M. Davis with assistance from Darin Kehmeier

On June 5, 2018, I and several other Union Representatives, Safety Ambassadors, Managers and Supervisors were invited to attend the "District Safety Symposium" for the Arizona/New Mexico District held at the Mesa Convention Center. The safety topic for the meeting was "One TEAM One DREAM". There were several keynote speakers sharing their stories and experiences concerning safety matters and the reason why safety is so important and needs to be recognized and addressed in the workplace. Mr. John Martin was the featured guest who went through a terrifying and traumatic experience when he was injured at work. To make a long story short, John was a risk taker in order to "get the job done faster". On the day of his injury, John was servicing a large pump that was underneath a 250,000-gallon cooking vessel that contained hot, caustic fluid used to cook wood chips in the paper industry. Because John was one known to take "shortcuts" when it came to safety his actions that day resulted in him being burned over 70% of his body because he didn't take the proper safety precautions. John was not expected to survive his injuries after that accident. I'm happy to say that John lived and he is spreading the message of how incredibly important safety is to all employees. Being safe should not be a choice of whether or not there is going to be overtime called if you don't hurry up and fix the problem. Safety should be a question to yourself, "If I don't do this correctly and safely, will I make it home to my family and loved ones?"

Andre Meredith who works for Western Area Safety, made three (3) pertinent statements: 1) a policy should not have to be made for safety to take place 2) There are 300 unsafe acts that happen daily and 3) will being fired save your life for you not following safety policies because if so, he is happy to do it. There should not be a catastrophic incident that makes everyone adhere to the already established safety rules! Employees are taking short cuts, rushing through guidelines and being pressured by others to just plain overlook problems because of the mentality thinking that somebody else will get it if you don't. We as employees have to be the majority of safety and the rules for safety should be non-negotiable for everyone. If management informs you to take a shortcut or bypass the recommended procedures, take it to their boss and let them explain it. Safety is a scenario where it is okay to be the employee snitch (for lack of a better word) because being a snitch could save someone's life.

Also, in attendance was Postmaster

Humberto(Jr) Trujillo and he stated that, "Management has to show the employees that they care and safety should come first even if it costs the Postal Service". We as employees should not be so eager to rip the red tags off of broken equipment, simply because we don't want to go get another or because you think the broken part is so minuet it will not hurt to use the equipment. Time and time again I have seen the fragments of red tags(removed) from a cage due to the latch not closing all the way or the wheels are not turning because of the straps and string wrapped around the wheel base. Listen, broke is broke, if it took you an extra 5-10 minutes to get that extra cage and management is wondering why, we have to let them know that the equipment is not safe to use. The excuse of we don't have anyone to fix this or use it anyway is unacceptable! We can either work with management on this or we can be safe

and work without them, it's their choice. It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. Article 14 states that "The Employer and the Union insist on the observance of safe rules and safe procedures by employees and insist on correction of unsafe conditions. Mechanization, vehicles and vehicle equipment and the workplace must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions." We should always choose the side of Safety! Always



ways remember, Management CANNOT make you do or perform any duty that is deemed unsafe!

Elections Have Consequences.

Are You Ready To Help With The Struggle?

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worker and APWU member. The threats of postal privatization, the threats to decent union jobs, the threats to good services, are real.

The American Postal Workers Union stands with the people of the country and our many allies in the ongoing fight to ensure a vibrant public Postal Service for generations to come.

More information and calls for action will be forthcoming.

Elections have consequences. Are you ready to help with the Struggle?

Most of you should know by now that our benefits, and in fact, our jobs are now in jeopardy, coming from attacks by the Trump Administration.

Following are two specific instances:

- President Trump issued an Executive Order in early April to form a "task force" to evaluate the finances of the United States Postal Service. Such evaluation will include pricing and the costs of the workforce.

The Task Force will be chaired by the Secretary of the Treasury, and comprised of the Director of the Office of Management and Budget and the Director of the Office of Personnel Management as well as other department and agency heads the chair may designate.

The Executive Order calls for a full report within 120 days to provide a "thorough evaluation of the operations and finance" of the USPS to Include:

- The expansion and pricing of package delivery.
- The USPS role in competitive markets.

- The decline in mail volume and implications of USPS financing

- The USPS Monopoly over letter delivery and mail boxes.

- The USPS business model, workforce, operations, costs and pricing.

The task force will potentially develop recommendations on administrative and legislative reforms regarding the U.S. Postal Service.

DID YOU NOTICE THAT NOBODY REPRESENTING WORKERS WAS ASKED TO BE INVOLVED IN THE TASK FORCE?

DO YOU THINK IT MIGHT BE BECAUSE THE DECISIONS HAVE ALREADY BEEN MADE AND THEY DON'T WANT YOUR INPUT?

THE SECRETARY OF THE TREASURY IS STEVE MNUCHIN (FROM GOLDMAN-SACKS) ON WALL STREET.

THE DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET IS MICK MULVANEY, FORMER REPUBLICAN CONGRESSMAN FROM SOUTH CAROLINA.

2018 Retiree Chapter Meetings



All Meetings start at 11AM

LUNCH PROVIDED

August 16th

September 20th

October 18th

November 15th

All meetings are held at the Phoenix Metro Hall unless otherwise specified. Any change to the location will be posted on PMAL Official Website and PMAL Facebook page.

CONTACTS:

President Steve Auerbach: retiree-president@phoenixapwu.org

Vice President Rose Whetten

Secretary Treasurer Freeman Stewart: retireetreasurer@phoenixapwu.org

The best way to reach your retiree staff is by the above emails or call the Phoenix Metro Hall at (602) 437-8173.

Proposed Constitution Change

continued from page 1

responsible for designating stewards and chief stewards in the associated offices which are assigned to the Executive Vice-President with concurrence of the General President. Any dispute involving steward selection shall be referred to the Executive Board for final resolution.

2019 Language:

Section 4: SECRETARY-TREASURER — The Secretary-Treasurer will keep a correct and impartial accounting of the proceedings of this Union, said minutes to be distributed to detached units within 5 days of a meeting. He/she will perform such duties as pertains to the office, e.g. reading minutes, assur-

ing all members are notified of special meetings and notifying candidates, in writing, of their election to office. The Secretary-Treasurer shall be responsible for maintaining a current list of all members in the Phoenix Metro Area Local Union. The Secretary-Treasurer will call the meeting to order in the absence of the General President, the Executive Vice President, and Business Agent and will perform any duties as assigned by the General President, membership and/or Executive Board. The Secretary-Treasurer will receive all monies payable to the Union and shall keep an accurate and just account thereof. He/She will pay all bills for

which the Union is liable. He/She will present a detailed report of receipts and disbursements at each regular meeting of this Union. The Secretary-Treasurer will prepare a special financial accounting, if so required. The Secretary-Treasurer will pay all per capita taxes for which this Union is liable; within thirty days from the date said tax will become due. The Secretary-Treasurer will notify the members in writing when they are suspended for non-payment of dues. He/she shall assist the Business Agent in Representation at the Associate Offices.

2019 Language as amended:

Section 4: SECRETARY-TREASURER — The Secretary-Treasurer will keep a correct and impartial accounting of the proceedings of this Union, said minutes to be distributed to detached units within 5 days of a meeting.

He/she will perform such duties as pertains to the office, e.g. reading minutes, assuring all members are notified of special meetings and notifying candidates, in writing, of their election to office. The Secretary-Treasurer shall be responsible for maintaining a current list of all members in the Phoenix Metro Area Local Union. The Secretary-Treasurer will call the meeting to order in the absence of the General President, the Executive Vice President, and Business Agent and will perform any duties as assigned by the General President, membership and/or

Executive Board. The Secretary-Treasurer will receive all monies payable to the Union and shall keep an accurate and just account thereof. He/She will pay all bills for which the Union is liable. He/She will present a detailed report of receipts and disbursements at each regular meeting of this Union. The Secretary-Treasurer will prepare a special financial accounting, if so required. The Secretary-Treasurer will pay all per capita taxes for which this Union is liable; within thirty days from the date said tax will become due. The Secretary-Treasurer will notify the members in writing when they are suspended for non-payment of dues. **The Secretary-Treasurer will be responsible for representation of 50% of the total Associated Offices. The Offices represented shall be determined by the General President. In the event there are an odd number of Associated Offices represented by the Phoenix Metro Area Local, the General President will assign the additional Office to the Executive Vice President or the Secretary Treasurer. The Secretary-Treasurer will be responsible for designating stewards and chief stewards in the associated offices which are assigned to the Secretary-Treasurer with concurrence of the General President.** Any dispute involving steward selection shall be referred to the Executive Board for final resolution.



2018 General Membership Meetings

PMAL-APWU Hall

3741 E. Atlanta Ave. • Phoenix, AZ 85040 • (602) 437-8173

August 14th	Tuesday	7:00 PM
September 19th	Wednesday	7:00 PM
October 18th	Thursday	7:00 PM
November 13th	Tuesday	7:00 PM

FOOD WILL BE SERVED

Attendance Raffle is held at each meeting - starts at \$25. If member isn't present, the prize will roll over and is added to next month's prize! Consolation prize awarded if jackpot isn't won.*Certified Interpreters Scheduled Jan-March. Please Call the Union Hall 602-437-8173 a week in advance to schedule an Interpreter for Future Meetings.

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HEATWAVE

American Postal Workers Union
Phoenix Metro Area Local #0093
3741 E. Atlanta Ave.
Phoenix, AZ 85040



Address Service Requested

BOYCOTT "The Postal Pulse" Survey And Win!

Contract negotiations are underway, and will continue for the next few months. Members are urged to be extremely vigilant regarding Postal Service efforts to conduct employee opinion surveys. These surveys will be used against APWU at the bargaining table.

Questions in opinion surveys are often designed to elicit a specific response or result. Surveys conducted by an employer are designed to circumvent bargaining with unions and are used in management's effort to reduce wages, hours, and benefits.

There is only one way to ensure that you do not contribute to surveys that may adversely affect your livelihood: Simply refuse to participate.

Since **the surveys are voluntary**, any employee can decline to complete them, PSE's included. Surveys have been mailed out, remember **it is addressed to you**, and you do not have to turn it over to the manager.

Your local will be doing a series of raffles for cash prizes, for APWU members that turn their survey in to their union steward. You can also send it to the union hall, or turn it in at a union meeting.

To enter give your entire Postal Pulse survey to your Union steward, bring it to a meeting, or mail to:

APWU Postal Pulse Raffle
3741 E Atlanta Ave., Phoenix, AZ 85040

You may void the survey if you wish, by writing void or drawing an X on it with a pen or marker. **Please leave your name, and write your contact information on the envelope (phone number, work location, and address), so we can contact you if you win.**