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President's Report

Bringing Your Up-to-Date News



by Joe Cuccinotto, President
jc@phoenixapwu.org

Collective Bargaining Update:

2018 CBA updates available by calling: 866-412-8061 the last action reported was that the CBA was extended an additional 30 days until November 20th. Our National Officers remain hopeful that an agreement can be reached. If there is no agreement reached, the contract will be moved to Arbitration where both parties pick an Arbitrator and then a neutral Arbitrator is selected by both parties. All aspects of the current CBA continue until such time as we have a new agreement. Once a National Level agreement is reached, Local Memorandums of Understanding (LMOU) will be scheduled to take place and completed within 90 days. All items of interest need to be forwarded to your respective Craft Directors or Local Business Agent if you work within one of our Associate Offices (A.O.'s). Among the 22 items in the LMOU's are Leave, Overtime, Holiday Scheduling, identification of sections, Light/Limited Duty, parking and several others. Phoenix Metro Area Local (PMAL) has the knowledge and experience in negotiating LMOU's, we always welcome input from all of our members.

Holiday Season:

Phoenix West Valley has been approved to hire an additional 155 PSE's and 25 PSE's to the plant, to assist during 2018 Peak Season Exception Period from November 10, 2018 through January 4, 2019. In Function 4, Stations and Branches, Holiday Clerk Assistants

will be hired for three consecutive pay periods within the exception period: either November 10th through December 21st, or November 24th, through January 4th. We have been told that as many as 15 HCA's have been approved. The APWU has negotiated a one hour time slot for PMAL to address the PSE's in new employee orientation as these PSE's will be the first to get called back after the peak Season is over.

2019 PMAL Local Elections:

Nominations for 2019 Local Elections are scheduled for January 15th. PMAL has appointed Retiree Glenn Schoenfeld as Election Committee Chair and Retiree Joyce Miguel will be Co-Chair. Each member of the Executive Board was asked to select one Member in good standing to be on the Committee and several others were appointed for a total of 15 Commit-

tee members. Cathy Rozdolski, Shawn Ball, Alicia Perez, Joe Renteria, Vivian Jaime, Chad Trepanier, Joe Martinez, Rosa Aguilar, Gabrielle LaDue, Teresa Ang, Jan Martin, Dawn Gray and Pablo Gutierrez. Your Vote matters, keep an eye out for additional information in your mail boxes, bulletin boards, phoenixapwu.org and Phoenix Metro Area Local Facebook page. Your continued support is welcomed and appreciated as I hope to continue serving as your Local President.

2018 Midterms:

Congratulations to Arizona's first female Senator and first Democratic Senator in over 30 years, Kyrsten Sinema. Our National APWU endorsed and supported Senator Sinema along with Congressional District-2 winner Ann Kirkpatrick. Both of these ladies have proven track records and have supported

PMAL whenever we have called upon them to do so. There were many more Union endorsed and Union friendly candidates who prevailed in the 2018 midterms. Visit AZ AFL-CIO website for more details: www.azafclcio.org Union Yes!

Payroll Glitch:

USPS encountered a payroll glitch of epic proportions leading up to pay period 21-18, checks dated 10/19/18. There were numerous problems with penalty pay, overtime pay, straight time pay, leave earned, leave used just about anything that could go wrong, did go wrong. PMAL had over 900 Members impacted. Unfortunately, many of these glitches still have not been corrected as of pp-23-18. Pay advances were to be made available to all of those impacted employees. Many think that the cause

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Phoenix Metro Area Local Election Nomination Notice

Nominations for officers of The Phoenix Metro Area Local will be conducted at the January General Meeting. Nominations will be accepted from the floor. Elected officers will serve a three year term.

- General President
- Executive Vice President
- Secretary-Treasurer
- Director of Industrial Relations
- Representative at Large
- Clerk Craft Director
- Maintenance Craft Director
- Motor Vehicle Craft Director

January 15, 2019 at 7:00 p.m.

PMAL APWU Hall

3741 E Atlanta • Phoenix, AZ 85040

The Election will be conducted by secret ballot, by US mail. Ballots must be received at the designated PO Box by 8:00 a.m. on March 14, 2019.

Any member properly nominated for a position who wishes to decline may do so at the time of nomination, or may notify the Secretary-Treasurer of this Union in writing by 5:00 p.m., January 31, 2019.

Any member properly nominated for more than one position who wishes to decline one or more may do so at the time of nomination, or must notify the Secretary-Treasurer of this Union in writing by 5:00 p.m., January 22, 2019. Failure to do so will result in his/her name not appearing on the Election Ballot.

At the February General Meeting, the Secretary-Treasurer will read the list of properly nominated candidates whose names will appear on the Election Ballot.

Per Constitutional Amendment the office of Business Agent has been abolished. The duties and responsibilities of the Business Agent have been combined with that of the Executive Vice President and the Secretary-Treasurer.

HEATWAVE

HEATWAVE is the official publication of:
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Phoenix Metro Area Local
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(602) 437-8173
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Web Site: www.phoenixapwu.org

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- 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
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- Collin Bews Motor Vehicle Service
cb@phoenixapwu.org

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- 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.

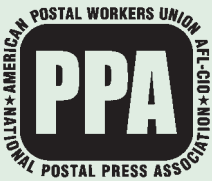
The deadline for all articles is the 15th of the month.

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

State Of Local 93



by Joseph Zamenick, Vice President
jz@phoenixapwu.org

I want to wish every one of our members a wonderful holiday season! What a relief! The elections have been completed and we can enjoy a brief hiatus from the incessant political ads! Now, if only for a brief moment in time, we can enjoy time with family and friends uninterrupted by so much negativity.

The peak season is the time when our members deliver. It's tough and management sometimes expects miracles but we ALWAYS deliver the mail. I hope everyone pays extra attention to their personal health and safety as management demands so much of you. Additionally, I hope management finds a way to recognize that it is YOU who creates the success of the United States Postal Service, not them.

Local Finances

The tough decisions made by the membership over the past few years will create new challenges for our leadership, but should balance our budget for the foreseeable future. Going forward, with a balanced budget, returns from investments can be earmarked for expenses such as bi-annual conventions, other conference activity and infrastructure expenses. 2019 budgeted expenses have decreased by \$60,000. This decrease also considers much needed infrastructure expenses including preventative roof and parking lot work at our Hall.

Clerk Craft

The grievance machine continues to hum. While it's unfortunate the violations continue to occur, we stand vigilant and continue the fight. When you hear the phrase "the struggle continues", believe that it will. Management will continue to violate at will and the Union will strive to make our membership whole for losses resulting from the violations. There have been well in excess of 800 grievances filed this year at the GMF, WV Plant, Rio and city stations and another 150 plus

in the Associate Offices. This year we were able to fight back and win on excessing career clerk craft employees and won many PSE conversions. One clerk craft challenge in the immediate future will be management's errant decision to assign almost all duties of the Universal Sortation System at the West Valley to the mail handler craft. Despite the fact that the majority work required on the U.S.S. machine is work currently being done by the clerk craft and codified by our inventory, management has assigned the work to the mail handler craft "because that's what other cities have done". It appears that little to no consideration was given to the hard work of our trilateral Local Dispute Resolution Committee which designated the "2nd touch" manual distribution of mail to the clerk craft. This could prove to be another costly mistake by the Postal Service.

Maintenance Craft

The Maintenance stewards force has grown to levels unseen in the Maintenance Craft for many years. In excess of 276 grievances have been filed so far in 2018. Grievance types vary in nature with a good percentage of those being crossing crafts and/or crossing occupational codes, safety and health, custodial staffing and denial of steward duty time. The violations being contested by our stewards are resulting in thousands of dollars in payments

to maintenance craft employees. Our National Business Agents have been utilized to come in and train stewards giving perspectives from the highest levels of representation in our Union. Line H enforcement by this Local is unsurpassed by any other Local in the country. Thankfully, Line H compliance is growing in the Associate Offices.

MVS Craft

The Motor Vehicle Craft has been performing exceedingly well. The Craft Director, the Stewards and Chief stewards have demonstrated a level of professionalism and effectiveness that is inspiring. They have created individual training and other opportunities for the stewards force previously unseen. Motor Vehicle leadership is preparing stewards for additional responsibilities and leadership roles on an ongoing basis. This actions will serve our Local well into the future. The Motor Vehicle craft has filed over 300 grievances thus far in 2018 for violations of many types. The violations occurring most often are Article 8 overtime violations.

Please, as always, 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

Bringing Your Up-to-Date News

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of this payroll glitch was due to the implementation of the payroll changes per the PSE MOU which went into effect the same pay date, 10/19/18. This has not been verified that this is the reason for the glitch. PSE's now get paid overtime for work performed only after eight (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 (1-11/2) times the basic hourly straight time pay rate. PSE's will also 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.

Mail Bombs:

A 56 year old man has been arrested in Florida in connection with a mail bombing campaign aimed at critics of US President Donald Trump. As we handle numerous packages most every day at all of our Stations and Branches coming to and from the West Valley, we need to remain vigilant and follow Safety Procedures when accepting and

processing these packages. Mandatory Stand-up Safety talks were to be shared with all of our employees after the first bombs were discovered; most facilities, stations and branches complied. Unfortunately, several members called and expressed concerns that they had not heard anything from USPS management concerning these mail bombs? Phone calls were made and more Safety talks were held. Fortunately, there were no bombs and no injuries reported with in Phoenix Metro Area Local. The Struggles Continue!

Combined Federal Campaign:

PMAL Clerk AD Flores is again tasked with soliciting monies for CFC 2018. While USPS has determined that it is no longer worth taking employees of the floor for a 20-30 minutes presentation and soliciting funds for CFC, AD still gets out and spreads the word. Due to the recent tragedies through-out the States and the continued efforts to rebuild in Puerto Rico, we are asking that you Give 2 The

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Secretary-Treasurer's Report

October 18, 2018 General Membership Meeting Minutes



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

Meeting commenced at 7:00 PM. All officers were present.

President Cuccinotto

- Payroll glitch impacts over 900 Phoenix Metro Area Local Represented employees
- Assistant MNT Craft Director Inquiry from Maris Mitchell
- Attended Western Region P.O.W.E.R. Conference 9/30-10/2
- Open Season for FEHB Health Fair scheduled:
 - West Valley: Monday November 5th 4:00pm-6:00pm
 - Tuesday November 6th 6:00am-8:00am
 - Plant: Wednesday November 7th 7:00am-7:00pm
 - Staffing Changes in Automation at The Plant
 - Plant Labor management Meeting Rescheduled for November 8th

Vice President Zamenick

- Negotiations for PSE Overtime Rotation LMOU Language is Underway at the AOs
- Line H Analysis for FY18 Underway
- Constitutional Changes Leading to a Balanced Budget
- Peoria Labor Management Meeting Scheduled for November

Business Agent Hufstetler

- Scottsdale – Removal grievance resulted in positive outcome. Excellent case work done by Chief Steward, Dawn Gray.
- Tempe – Reversion grievance at Tempe Apache resulted in job coming back. It will be posted on next bid cycle.
- Mesa – Water supply problem at Superstition Springs station which was brought up at the September general meeting has been repaired.
- Mesa – Downsizing at Sherwood station is complete. There were two job reversions, and two job abolishments. All resulting unassigned regulars have been placed in other duty assignments in Mesa.
- Line H process for FY 2018 has begun.

Sarah Rodriguez Secretary Treasurer

- Attended U.S. Mail Not For Sale rally on Columbus Day. Special thanks to our retiree chapter members for attending.
- The three Step 1's I filed at the West Valley for CCSAs, RCAs, and EAS employees performing Clerk Work were all settled at step two 3670 at the overtime rate.

Thanks to Marc Pacheco for his great work getting them all settled at Step 2!

- 2019 Budget Prep
 - Copy Machines
 - Out of the Office 10-25-18 to 10-29-18
 - New Hire Orientations
 - PSE Health Plan Orientations with Gabrielle LaDue
 - Attended POWER Conference
- Motion to accept Oct 2018 new members, seconded and passed. Motion to accept Sept 2018 Financial Statement, seconded and passed.*

Director of Industrial Relations Bloomquist

- We're expanding the New Steward's Training to a 2-day class. The first 2-day training will be next week, Wednesday, October 24th, and Thursday, October 25th.

- The 2.0 follow up training will be Friday, October 26th.

- I will inform all, at the November meeting, of the dates for New Steward's training for the first half of next year.

- LDRC — I'm told they will begin installing the USS machine at the WV within the next couple of weeks. No jurisdiction letter has been issued by management at this time.

- WV volumes are starting to ramp up, mostly in the parcels. Overtime is being handed out like candy, incorrectly as usual. I'm told the holiday PSE's are not slated to start until mid-November.

Clerk Craft Director Abril

- Attended National Convention – Appeals Committee
- WV 204B Step 3s
- WV Step 2 Settlements Crossing Crafts, Bargaining Unit Work payouts
- Attended SSA Class
- Step 3 settlements Stations, WV and GMF very favorable
- Thanks again to our Stewards Force!
- Schedule Change
- Clerk Awards
- Rio Roof Leaks
- New SSA Training

Maintenance Craft Director Chagolla

- Members please request appointments with Stewards rather than stopping them on the floor.
- We need statements from our Members to prove our grievance cases.
- Filed two Hostile Work Environments this month.
- Stewards template for grievance documentation
- Pre Arb HVAC case

Rep @ Large Terrie Davis

- Safety Issues at Rio
- HWE at Rio
- Picnic

MVS Director Collin Bews

- First seven ton is in, more on the way
- Arbitrator Ruling – Setting up meetings with Labor
- Step 4 states scanning not the sole purpose for discipline
- VMF Bidding this year "Mandatory"
- Stewards will be surveying the bids in VMF

Motion to accept Oct. 2018 E Board Minutes, seconded and passed. Motion to accept Sept. 2018 GMM seconded and passed. Meeting adjourned at 9:00 PM

Bringing Your Up-to-Date News

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Postal Employees' Relief Fund. Visit PostalRelief.com to make your contributions to your Postal Brothers and Sisters.

Labor's Community Services Agency:

Tax Time is quickly approaching. LCSA provides affordable housing for families transitioning out of shelters and transitional housing programs. LCSA supports Union families that are in need of financial assistance. Our CBA has a no lay-off clause for careers with 6 years of service. Not all Unions have the benefits that APWU has. By making contributions to LCSA, you will be helping other Union families. Visit: lcsaphx.org for more details.

APWU Health Plan Seminar:

33rd Annual APWU Health Plan Seminar was held in San Antonio Texas on 10/26-10/28. PMAL was represented by Secretary Treasurer Sarah Rodriguez and our newly appointed Health Plan Representative Gabrielle

LaDue. PMAL Retiree President Steve Auerbach also attended as he will be assisting our Retirees with their health Plan needs. FEHB Open Season dates: November 12th-December 10th. Call the Union Hall for more information: 602-437-8173. APWU Health Plan has Customer Service reps available to assist our members with their Health Plan needs: www.apwuhp.com or call: 410-424-2852

Retiring Stewards:

Peoria Chief Steward Debbie

Keatley is retiring after 30+ years. Glendale Chief Steward and Clerk Craft Arbitration Advocate Randy Decker announced his retirement after 30+ years. PMAL thanks you both for your many years of Union advocacy and wish you both a happy retirement.

Work hard, work safe during this Holiday Season. We will be processing record number of packages and letters with reduced staffing and less machines. Wishing all of you a Safe and Happy New Years!



Clerk Craft Report

— 2018 Snapshot —



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

Happy Holidays and thanks to our membership! 2018 was another challenging year for our all of us. I will give you a snapshot of what occurred at our facilities.

Bid Job Reversions

First on the agenda was the reverting of bid jobs. Grievances were filed and at the Step 3 level of our

grievance procedure we were successful on management having to re-post some of the reverted positions that included in some instances out of schedule pay for the eventual successful bidder.

PSES Over 8 Hours

Hundreds of grievances were filed on this violation and again we had tremendous success at all levels of the grievance procedure that resulted in continuous monetary settlements.

Improper 204B Assignments

This was definitely a contentious issue that management felt was "unfair" due to some of the grievances (at the Phoenix Stations) involving the carrier craft supervising the clerk craft. Again, the Union prevailed. Currently we have West Valley grievances at the Step 3 level waiting to be heard. Hopefully we will have a favorable outcome on these cases.

Crossing Crafts

This is a grievance that requires our membership to be proactive and request their union steward for assistance. This is a violation that for the most part requires witness statements for a favorable outcome. The mail-handler craft (West Valley) and the carrier craft (Phoenix Stations) rarely clock into a clerk operation when performing clerk work and management rarely requires them to do so. This requires our membership to write a statement on who, what, when and where the violation took place. This grievance can be won at all levels of our grievance procedure with the help of our membership and of course their witness statement. We did have a big win at the West Valley facility during the Presidents Day Holiday that involved new carriers from the carrier academy performing clerk work.

Single Operator

This another violation that re-

quires our membership to request their steward and provide a witness statement. These grievances involve one employee working on the Data Barcode Sorters DBCS's at the GMF. This is also a winner at the Step 2 level.

We have had substantial grievance settlements that have resulted in seven-digit monetary awards that encompass the Phoenix installations.

I would like to thank our Phoenix Metro Area Local Stewards Force, Craft Directors and Officers for their hard work and continued dedication to our membership.

We will need the membership to be proactive and request their steward and write statements when these violations occur so we can continue to be victorious in 2019!

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.

Human Relations Report

Earn As You Learn



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

Did you know that the First Credit Union will reward your children for their hard work at school? From Kindergarten through the 12th grade, your children can earn money for making good grades. It is called the "Great Grades Reward Program".

Here's how it works: First Credit Union will give grades K-12 members up to \$20 a year. That might not sound like much but to a 1st grader it could mean the world. First Credit Union members (K-12) receive \$1 per A or equivalent on their report card, can earn up to \$5 per quarter and \$20 per

year. Members can also redeem money for their grades online (must be 13 yrs old for this feature). There is an online redemption form that can be attached to a JPG or PDF of the report card. Redeeming can also be done at the branch (bring your report card to any first Credit Union branch), or by mail (download and complete the Great

Grades Redemption Form) by sending the completed form along with a copy of your report card to :First Credit Union, ATTN; Great Grades, 25 S. Arizona Place, Chandler, AZ 85225. First Credit Union adheres to the "Children's Online Privacy Protection Rule or "COPPA" that prohibits collecting any personal information online from

a child under the age of 13. Members 12yrs old and younger, must have a parent or guardian complete and submit the online redemption form for them or you can stop by any branch to claim your rewards!

For more information you can go to firstcu.net or call the nearest First Credit Union near you.

Retirement Views

AWPU Retirees Wanted

by Steve Auerbach, Retiree Chapter President Phoenix Metro Area Local

To all that have had the pleasure of retiring from the USPS, I along with your fellow retirees would like to invite you to come join us at your local retiree chapters monthly meetings. (Calendar and times are posted in the Retiree page on the website) It is a goal to increase the activities and participation of the retiree chapter. We have several hundred members that have maintained their membership in the APWU and I would like to see more involvement from the retirees. Retirees as a group have brought this Union to where it is

today. If nothing else, it's a chance to help the active membership through rallies, and picketing to maintain the Postal Service. We have also collected water and clothing for those that have needs. For those that are not yet retired, we are here to help you if needed to prepare for retirement in areas of telling you what to expect and again if nothing else to inform you what we have either learned or experienced.

I'd like to thank your executive board; Retiree VP Rose Whetten, Retiree Treasurer Freemont Stuart, and newly appointed Retiree Secretary Greta Garrett. They are also hoping

to see you at a meeting.

It's your Union so come on out and join us.



Happy Holidays To All

by Sarah Rodriguez

Happy Holidays

I'd like to wish all of our members Happy Holidays, Merry Christmas, Happy Hanukkah, and a joyous New Year. This is our incredibly busy season, so please work safely and take care of yourself. This is the time the USPS workers really shine. The public has no idea how much postal employees sacrifice in order to bring them their holiday cheer, but please know it is appreciated! Hope everyone is able to enjoy a bit of time with your family and friends during these two exhausting and stressful months.

West Valley Win

I filed three grievances at the West Valley on CCAs, RCAs and EAS employees performing bargaining unit work in the Clerk Craft during the Presidents Day holiday and beyond.

case, as Chief Steward Marc Pacheco settled it for the full amount at Step 2. The settlement was for a little over \$160,000 (the full 3,670 hours at the OT rate), a difference of \$155,000 from Managements' first "offer". Great work Marc!



US Mail Not for Sale Rally

I attended a rally on Columbus Day along with members of our Phoenix Metro Retirees Chapter in front of Senator Jeff Flake's office. The rally was a nationwide group effort with the NALC, APWU, NRLCA, and NPM-

HU. The purpose of the demonstration was to show the current administration, that all four Postal Unions plan to keep up our fight against their push to privatize the USPS.

I thank all our retirees that were able to attend, from the bottom of my

heart. Our retirees rock, and always show up when such events take place! We all as current employees owe them much gratitude for being so willing to continue fighting for our generation and generations to come so someday we can enjoy a comfortable retirement as well.



When I met at Step 1, management offered to settle for just around \$5,000, (though I asked for a settlement totaling 3,670 hours worked at the OT rate) stating the case would never have a chance in an arbitration. Obviously, I declined that offer.

Management's Step 1 designee was just a bit off in their opinion of the



Legislatively Speaking

What Could Happen In The Lame Duck Session



by Roy Braunstein,
Legislative Director

by Judy Beard, APWU Legislative
and Political Department Director
(Via Roy Braunstein)

“Consider the federal midterm elections as just one round of our fight to win economic justice for workers and their families. This year, we can be proud of the work we have done to educate members of Congress and the public on the value of the people’s Postal Service. Many sitting members and candidates took a public stance against postal privatization leading up to the midterms because of your engagement with them.

However, with a new congressional session coming up, our fight is not over. We must continue to be aware of postal issues and have discussions with coworkers, community leaders, family and friends to support a progressive, working class agenda during the lame duck session.

Following the 2018 midterm elections, Congress will enter into what is known as a “lame-duck session.” This describes the period of time after the Nov. 6 elections, but before January 3, 2019, when newly-elected representatives take office for the 116th Congress. Some of the current legislators will not be returning for the new session, either due to retire-

ment or loss of their election.

The public may think this 50-day period is a time when legislation moves slowly. However, history shows if the majority party changes in the election, the current party in power begins to schedule votes on issues that support their agenda.



The lame duck session of the 109th Congress passed with a bi-partisan vote the Postal Accountability and Enhancement Act (PAEA) of 2006. This law required the USPS to pay \$5.5 billion per year to fund future retiree health benefits 75 years in advance, which no other government agency or private business is required to do. There has been postal reform introduced every Congress since to address the issue.

Possible action in the 2018 lame duck could be confirming nominations for the Postal Board of Governors. There are nine governors’ positions, only two are currently filled. In August, 2018, the Senate confirmed the nominations of David Williams and Robert Duncan to the Board of

Governors. Although this is a step in the right direction, the Board still fails to have a quorum.

The Board oversees the Postal Service’s expenditures, reviews its practices, conducts long-range planning, approves officer compensation and sets policies on all postal mat-

two members of the Board and with the Postmaster General and Deputy PMG, a quorum can be reached. The Postal Regulatory Commission also faces a vacancy. While the Trump Administration nominated Michael Kubayanda, and the Senate held a confirmation hearing, he has yet to be formally appointed to the PRC. During the lame duck, the Senate Homeland Security & Governmental Affairs committee could take up their confirmations. The committee confirmation hearing and the full Senate vote are conducted at the discretion of the committee chairman and Senate majority leadership.

While we can only speculate what exactly Congress will take up when the return, it is certain that elected officials will discuss federal government spending. The current spending plan is set to expire on December 7, 2018, and if a spending bill is not signed into beyond this date, the federal government faces a shutdown. The 2013 government shutdown, which lasted over two weeks, cost the national economy \$24 billion. Shutting down the federal government has far reaching and negatively disruptive impacts on most Americans’ lives, either directly or indirectly.

APWU will remain vigilant on actions that occur during the lame duck session. Let’s continue to hold our elected officials accountable and build a movement that would result in a better life for all.”

ters. The Board also takes up matters such as service standards and capital investments.

In September 2018, the White House nominated Ron Bloom and Ramon Martinez, for terms expiring in 2020 and 2024, Both men had careers in investment banking and have worked in the public and private sectors. By having the additional

Retirees On The Go – Helping People In Need

Recently, APWU Retirees met at the southeast corner of Van Buren and 7th Ave. At this location retirees set up a table to help the homeless. Over 200 people came by for free bottles of

water, blankets, clothing, and toiletries. Retiree sister JoAnna Jones organized the event. Many thanks to everyone who donated items and participated at the table.



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

APWU Steward Patty Smith-Perez lost her Grandmother

Retired VMF Jim Lewis passed away

Nancy Yazzie lost her brother

APWU Steward Lisa Wren lost her Grandmother

Krysta Fitzsimmons from GMF lost her Father,
retired ET, Matthew Fitzsimmons

Congratulations Nicole

We are happy to let you know that Nicole Prieto, a former *Heatwave* editing intern, recently passed the Pennsylvania bar examination as of October 5, 2018.

Nicole graduated with a J.D. from Duquesne University School of Law in May 2018. While waiting for the bar results, Nicole started working as a new



associate at an international law firm in Pittsburgh, Pennsylvania, in September.

Those of us in the Prieto Family extend our gratitude to everyone at *The Heatwave* who, in one way or another, have been instrumental to where she is now. Thank you!
— Crisanto and Lolita Prieto



Eagle Or Vulture?

by Mark Dimondstein,
APWU President

(This article first appeared in the November/December 2018 issue of the *American Postal Worker* magazine)

“We won’t let the postal eagle be replaced by the vulture.” What a great response by Legislative Grassroots Coordinator Janice Kelble to the White House of Office Management and Budget (OMB) proposal to sell-off the Postal Service to corporations for private profit. The eagle symbolizes that the public Postal Service belongs to, and serves, all the people. The vulture represents those who want to pick the public good apart and devour it for private Wall Street greed.

Terrific rallies were held on Oct. 8 in over 150 cities. APWU members joined with the other postal unions and allies, mobilizing to proclaim “The U.S. Mail is Not For Sale.” The bipartisan majority support for House Resolution 993 (“sense of the House”) opposing postal privatization is also a very positive step in the right direction. A salute to all of you who engaged in these and other efforts. We must be “all hands on deck” in this serious and crucial fight for the public Postal Service, our jobs and our union.

The People Want A PUBLIC Postal Service

Preparing for a long-run struggle, the APWU is increasing our capacity for research, media relations, advertising, digital communications, legislative efforts and our public outreach as

we confront the privatizer vultures on the battlefield. We plan to win!

In this light, the APWU recently commissioned Hart Research to conduct a country-wide poll to best understand the views of the people. The poll included over 1,000 respondents from every region, a cross-section of urban, rural and suburban dwellers, varying ages, nationalities, political views and affiliations. Results include:

- A stunning 96% rated mail service as important to them.
- 88% rated the job performed by the Postal Service as either excellent or good.
- 80% of respondents had positive views of the U.S. Postal Service.
- 78% have a positive view of postal workers. Only 5% had a negative view.
- A large majority of respondents believe only minor changes, not a major overhaul, are needed to fix any problems.
- By an over two-to-one margin (59% to 24%), respondents were against selling the Postal Service to private corporations.
- 70% believe that the White House’s postal proposals would raise the cost of letters and packages.
- 78% of respondents wanted to hear from postal workers regarding postal issues – the highest rated group! 68% said they wanted to hear the union’s views.

There you have it! Not only is the public extremely supportive of the public Postal Service but your friends, neighbors, community, faith-based, veteran and civil rights groups are

waiting to hear from you – the ones they trust the most!

We have a great opportunity to speak up for the truth: If the Postal Service is privatized and sold-off to private corporations, the result will be higher costs and less service.

Universal service that obligates the USPS to deliver to every address in the country (157 million!) will disappear.

Veterans and seniors who rely most on medicines sent through the mail will suffer. The exchange of ideas and information from magazines and periodicals will be diminished. E-commerce will not work for everyone if

packages are delivered only where profit can be extracted. Good union jobs, which sustain stronger communities and nourish families, will be destroyed. A few will gain at the expense of the many.

As we did with the successful Stop Staples fight, let the message resound that “The U.S. Mail Is Not for Sale.”

The Postal Service belongs to all the people – and it should be protected, expanded and remain vibrant for generations to come. The people are with us, and the APWU is with the people! Now that’s a winning combination to ensure the vulture never replaces the eagle!

It's Official I'M Retired

Cathy Dowell 9/27/2018 from CFS-33 yrs
William “Gerald” McClelland 10/31/18-CFS
Kristy Baranowski 9/17/2018-GMF
Dave Chaney Northwest station
Richard Carreno 9/28/18-GMF 20 yrs
Rick Palmer 11/3/2018-Washington Station 40yrs
Don Rhodes 10/2018-Rio 40yrs
Randy Decker former steward for APWU
11/3/2018-Glendale/Arrowhead Station 33yrs

Most Regressive Demands Ever

(This article first appeared in the November/December 2018 issue of the American Postal Worker magazine)

by Michael O. Foster, APWU MVS Division Director

As the parties reached the Sept. 20th contract deadline, the USPS proposals submitted at the Motor Vehicle Service (MVS) table were by far the most regressive demands in negotiations.

MVS Craft Officers expected the postal proposals would attempt to extract years of our bargaining history,

achievements, and protections, but the Article 39 and 32 USPS demands went far beyond those expectations.

The Most Repressive Attempts In Bargaining

The USPS proposals would:

Eliminate consecutive days off – “In the Motor Vehicle craft, the employees normal work week is five (5) service days, each consisting of eight (8) hours within twelve (12) hours, regardless of installation size. The five days need not be consecu-

tive days within the service week.”

Change Storekeeper Automotive Parts from “senior qualified” to “best qualified.”

Eliminate frequency, time of departure, and arrival and estimate annual mileage in Article 32.2.C.1

Article 32 A-F. The USPS proposes to notify the union after the HCR has been let.

Change the criteria in 32.2.6 as follows: 1) Reduce round trip miles to 200. 2) Increase fixed annual rate to 200k. 3) Increase spotter value to 90k. 4) Reduce operating time to 6.5 hours.

Article 32 exceptions, the USPS sought to exclude certain VMF repairs from 32.1: 1) Engine and transmission repair/replacement exceeding \$10,000 (including parts and labor), 2) Major collision repairs, 3) Heavy duty towing/Accident repairs, 4) Frame straightening or replacement, 5) Air conditioning repair, 6) State emissions testing, and 7) Work on hybrid systems.


These USPS proposals are both regressive and repressive. As we continue to negotiate, the MVS Craft will continue to fight against the erosion of our contractual gains and benefits.

Weingarten Rights

IF YOU ARE BEING ASKED QUESTIONS WHICH COULD RESULT IN DISCIPLINE, BE SURE TO DO THE FOLLOWING

1. Request the right to have your union representative with you before answering any questions, and do not volunteer information before speaking with your union representative.
2. Make sure you are ordered to answer the questions.
3. Keep your answers to the point and very accurate. Be completely truthful in your answers. Do not speculate.
4. Do not volunteer to take a polygraph examination or drug test.
5. If you are told you are facing a criminal investigation, refuse to answer any questions until you have spoken with an attorney or your union representative.

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2019 General Membership Meetings

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

Tuesday	January 15th	7:00pm
Wednesday	February 20th	7:00pm
Saturday	March 16th	9:00am
Tuesday	April 16th	7:00pm
Wednesday	May 15th	7:00pm
Thursday	June 13th	7:00pm
July	NO MEETING SCHEDULED	
Tuesday	August 20th	7:00pm
Wednesday	September 18th	7:00pm
Thursday	October 17th	7:00pm
Tuesday	November 19th	7:00pm
December	NO MEETING SCHEDULED	

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.*

HEATWAVE

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

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