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*President's Report*

**APWU 2018 Biennial National Convention**



by Joe Cuccinotto, President  
 jc@phoenixapwu.org

2018 Collective Bargaining Agreement set to expire on 9/20/18 was not settled and negotiations will continue for another 30 days. Recorded updates can be heard by calling: 866-412-8061.

APWU 2018 Biennial National Convention was held in Pittsburgh PA 8/20-8/23 with over 2000 Delegates representative of all 50 States, Puerto Rico, Guam and U.S. Virgin Islands. Phoenix Metro Area Local 0093 (PMAL 0093) was well represented with Delegates from VMF, MVS, Maintenance and Clerk Crafts. Proposed Constitutional Changes were brought forward, debated and voted on. Resolutions from all Crafts were read, debated and voted on. Resolutions that are adopted give our National Negotiators a "laundry list" of items that we, the membership,

wish to have negotiated during the next round of negotiations with USPS. APWU President Mark Dimondstein's State of The Union Address Overcoming the Struggles Ahead was delivered on Monday. President Dimondstein addressed the successes of the past and struggles for the future. Full text of the address can be read at [www.apwu.org](http://www.apwu.org), Convention News Bulletin. APWU Delegates took to the streets on Tuesday in a show of solidarity. Key speakers during the week were: AFL-CIO President Richard Trumka, NAACP President Derrick Johnson, NALC President Fredric Rolando, and Labor and Civil Rights activist Delores Huerta, friend and co-worker with Cesar Chavez. PMAL 0093 Clerk Craft Director Johnny Abril was a member of the Appeals Committee, MNT Craft Director Manny Chagolla was on the Maintenance Craft Committee and Rep-at-Large Terrie Davis was selected for the Human Resources Committee but was unable to attend due to family matters.

Pre-Convention workshops were held on Friday. I attended an FMLA Class where the instructor was Clerk

Craft NBA JoAnn Gerhart, proud member of PMAL 0093. After listening to Q & A's and hearing from stewards and officers from all around the country, our members should be very

topics while Arbitrator Thomas spoke on how she rules after both sides present said topics.

Craft Conferences were held on Saturday and Sunday. PMAL 0093

had several Clerk and Maintenance Stewards in attendance. While sitting in the MVS Conference, I was pleasantly surprised to hear MVS Director Mike Foster give kudos to PMAL 0093 for an arbitration case concerning the protection of work gained through scanning. Also Brother Foster stated: Per Step 4 Settlement, an adequate amount of time for scanning needs to be allowed. Depart and arrival scans are to be performed at all times. USPS may



thankful for the time and efforts put forth by our stewards, past and present to assist our membership with FMLA Forms. All those who have had their FMLA cases denied are aware that FMLA rules and regulations are strict and not user friendly. I attended an Arbitration Forum with Arbitrator Irene Donna-Thomas, APWU MNT, Craft NBA Bill LaSalle, and USPS Labor Relations Manager Rick Ackerman. Both sides gave their view points and shared various strategies on arbitration

be falsifying scans during runs if drivers aren't scanning arrival and depart times. Many Resolutions were discussed among Craft Delegates which would then be carried over to the Convention floor beginning first thing Monday morning. Our Retiree Chapter was well represented at The Retiree Conference as well with four Delegates from Phoenix Metro Area Local Retirees Chapter. All delegates received training materials via flash

*continued on page 3*

**Wear Your Union Gear On Thursdays!**



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

# HEATWAVE

HEATWAVE is the official publication of:  
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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.

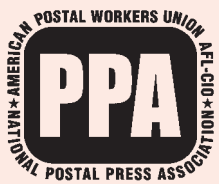
The deadline for all articles is the 15th of the month.

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](mailto:heatwave@phoenixapwu.org) or

## HEATWAVE

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In affiliation with the APWU National Postal Press Association.



## Vice President's Report

# House Resolution 993



by Joseph Zamenick, Vice President  
[jz@phoenixapwu.org](mailto:jz@phoenixapwu.org)

Understanding it is nearing the end of the 115th Congress, there is a bill which was introduced to the House of Representatives that should be of interest to each of us. House Resolution 993 was introduced and referred to the House Oversight and Government Reform this summer.

Currently the bill has 214 cosponsors including 44 Republican representatives. The Representatives from Arizona who've signed on as co-sponsors are Rep. Grijalva, Rep. Sinema, Rep. Gallego and Rep. O'Halleran. So far not a single Republican from Arizona?

Since our membership is politically diverse, this is a good opportunity to reach out to your Republican representative and ask that they cosponsor House Resolution 993. While we're at it, the Senate has a related bill (Senate Resolution 663), so a call to the offices of Senator Jon Kyl and Senator Jeff Flake is also in order. These are our jobs, let's fight to keep them! The text of the bill follows:

### RESOLUTION

*Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.*

- Whereas the United States Postal Service is a constitutionally mandated service per article I, section 8, clause 7 of the Constitution;

- Whereas the United States Postal Service is a self-sustaining, independent establishment that does not receive taxpayer funding and relies solely on revenue derived from the sale of postal services and products;

- Whereas the United States Postal Service and its more than 500,000 employees are at the center of the \$1.4 trillion mailing industry, employing a total of 7.5 million Americans;

- Whereas the United States Postal Service serves the needs of 157 million business and residential customers at

least six days a week, maintains an affordable and universal network, and connects the country's rural, suburban, and urban communities;

- Whereas the United States Postal Service is consistently the highest-rated agency of the Federal Government in nonpartisan opinion polls;

- Whereas the United States Postal Service is the Nation's second-largest employer of military veterans;

- Whereas postal employees are dedicated public servants who do more than process and deliver the Nation's mail, they serve as the eyes and

- Whereas privatization of the United States Postal Service would jeopardize the booming e-commerce sector and cripple a major part of the Nation's critical infrastructure: Now, therefore, be it

Resolved, That it is the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and not subject to privatization.

**In today's scorched earth political**

### Flake, Jeff - (R - AZ)

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Don't know your representative? Visit the following website:  
<https://www.house.gov/representatives/find-your-representative>

ears of the Nation's communities and often respond first in situations involving health, safety, and crime in their communities;

- Whereas privatization of the United States Postal Service would result in higher prices and reduced services for its customers, especially in rural communities; and

**climate, it is more important than ever to be heard. Will you?**

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](mailto:jz@phoenixapwu.org) | Twitter: @JZamenick



## Industrial Relations Report

# Do You Want To Join The Fight? Contact Your Steward



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. Phoenix Metro Area Local has decided to expand its New Steward's Training to 2 days.

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. With day one being the usual basic Steward's Training and day two will be dealing with actual case files, Union time requests, Requests for Information, etc. The next New Steward's 1.0 training will be Wednesday, October 24th and Thursday, July 25th. I will email those who have expressed interest, 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, October 26th. 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.

### Phoenix Metro Steward's Seminar:

APWU Western Region Coordinator, Omar Gonzalez, was scheduled to train Phoenix Metro Area Local Stewards on Thursday, September 13th, and Friday, September 14th. Omar planned to split his Article 16 (discipline) training and his Hatch Act training, between the 2 days. Unfortunately for us, Omar was called to Washington D.C., as the National Executive Board was set to be convened on Friday. Omar was able to shorten his training and was able to present both subjects on Thursday. Feedback from the Stewards who attended has been very positive. I like to extend a big "Thank You" to Omar for relaying his vast knowledge and experience to our Stewards.

Fortunately for us, we had a

number of people step up and help with training on Friday. It kicked off with Clerk Craft Director, Johnny Abril, National Business Agent for the Denver Region, and member of Phoenix Metro Area Local, JoAnn Gerhart, and Scottsdale Chief Steward, Dawn Grey, all tackling Station/Small Office issues. This led into a conversation regarding the upcoming implementation of the new PSE MOU and the usage of 204b's and the corresponding grievances that have filed and arbitrations that have been upheld.

Additionally, National Business Agents for the Maintenance Craft, Louis Kingsley and Hector Baez, presented their new, revamped maintenance training for our Maintenance Craft Stewards.

All-in-all, it was a successful 2-day Steward's Seminar for Phoenix Metro! Thank you to all Stewards who attended and a big thank you to those who shared their knowledge and those who helped pull it off!

### Local Dispute Resolution Committee:

APWU, NPMHU, and the USPS,

have signed an Updated RI-399 MOU. All three parties, at the local level, are meeting to implement the procedures of the MOU. This will include updating the inventories for the GMF and West Valley (not changing) and purging the system of old grievances that are being withdrawn, in accordance with the MOU, in lieu of a global monetary settlement. Details of that settlement have not been finalized at the National level. As soon as I hear of the details, I will pass along the info.

Additionally, the West Valley is slated to get a Universal Sorting System (USS) machine before the end of the year. The LDRC Reps (myself and Marc Pacheco) have been in contact with other APWU Locals that already have this machine in an attempt to gain insight as to how it will affect Clerk duty assignments. This machine will essentially perform the work that is being done in the Spyder operation, by both Clerks and Mail Handlers. We reached out and been provided with helpful information from both National and Regional officers. We are currently waiting on management to make a jurisdictional

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## APWU 2018 Biennial National Convention

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drive. We will be copying and sharing these training materials with all of our Representatives in order to better serve you, the members.

An informal National President Conference was held on Sunday. I attended along with AZ State President Johnny Abril. We heard discussions on such topics as PSE to career conversions, PTF's being forced into full-time assignments in other offices, sometime resulting in more travel and less hours. Health Plan Issues were discussed. Retirement Workshops and Retirement Vendors were also discussed.

With a large number of our members already retirement eligible or soon to be retirement eligible, the locals need to better educate our members on retirement options. The #YoungWorkersRising, a group of young members under the age of 35, addressed the Local and State Presidents. They shared the preferred methods and means of communicating with today's young workforce. Looking at the future of the APWU and the USPS through the eyes of a young worker was fascinating. Although we face many struggles, the future of the Union is in good hands.

Two day Steward Training Seminar was held at Union Hall September 13-

14. All Crafts were represented along with Stewards from throughout the State of Arizona. Omar Gonzalez, APWU Western Region Coordinator, presented Hatch Act Training and how it may affect you in Local, State and Federal Elections. Omar also covered Article 16 Disciplinary Action training. Clerk Craft NBA JoAnn Gerhart and Clerk Craft Director Johnny Abril, along with Scottsdale Chief Steward Dawn Gray, presented Clerk Craft Issues. MNT Craft NBA's Louis Kingsley and Hector Baez had a full day of MNT Training. Thanks to PMAL 0093 D.I.R., Rick Bloomquist, for organizing another successful training seminar.

I attended AZ State AFL-CIO Labor Breakfast over the Labor Day weekend along with Secretary Treasurer Sarah Rodriguez, Rep-at-Large Terrie Davis and MNT Craft Director Manny Chagolla. Keynote speaker National AFL-CIO President Richard Trumka addressed the delegation and shared many of Labor's successes including the State of Missouri's recent rejection of right to work law in August's mid-term election as well as continued struggles. The message was loud and clear, get out and Vote in the upcoming General Election! AZ State Senate hopeful and friend

of Labor, Kyrsten Sinema addressed the AZ Labor Community along with several other outstanding candidates. Visit [www.phoenixapwu.org](http://www.phoenixapwu.org) for Endorsements and voting information.

Federal Benefits Open Season runs from November 12, 2018 through December 10, 2018. More information is available at [www.OPM.gov](http://www.OPM.gov). Local Health Fairs are normally scheduled at The Plant and West Valley prior to the beginning of Open Season, local dates are not yet available. See [www.phoenixapwu.org](http://www.phoenixapwu.org), info will be posted when available.

Special thanks to PMAL 0093 Health Plan Director, Kwane Vendre, for all the time and energy that he has put into the APWU Health Plan. Kwane was appointed by President Mark Rowe and has served our memberships health needs for 14 years since. APWU HP Membership has increased dramatically as we now have 652 members currently enrolled in either Consumer Driven or High Option plans. Unfortunately, Kwane will no longer be available for questions and or concerns with our Health Plan. Please call Union Hall: 602-437-8173 or APWU Health Plan Help Center: 420-424-1504 for assistance.

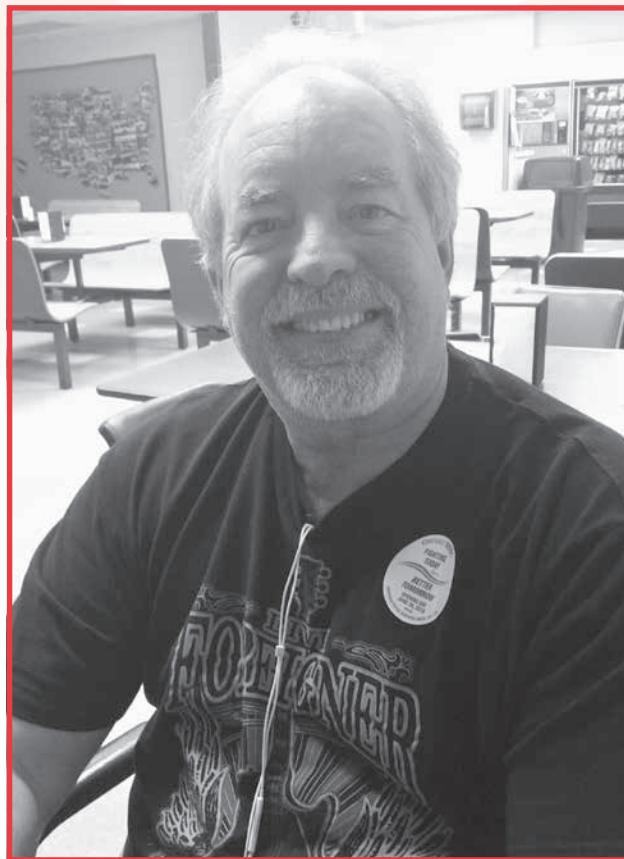
The Struggles Continue!

# APWU MEMBER SPOTLIGHT

## Patrick O'Sullivan

Union Brother Patrick O'Sullivan started collecting odds and ends when he was young. As a youngster he would take \$1 and buy 20 packs of baseball cards! He would keep the good cards and place the rest in the spokes of his bike. His bike would give a unique rat-a-tat sound as he rode it. Also, he would have 20 pieces of gum. What a smart kid!

Over the years he branched into many different



areas of collecting. Including sports memorabilia, autographs, hot wheels and Star Wars. He has met many passionate collectors along the way. He has bought, sold and traded on many websites, includ-

ing Ebay. He will continue well past his retirement to enjoy his collecting. If you would like to contact Patrick O'Sullivan on Ebay, his name is Buffalobills 1955.

Patrick works at Rio Salado and has been an APWU union member since November 1980.



## Do You Want To Join The Fight? Contact Your Steward

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determination, which will dictate how we proceed forward.

### News from the West Valley:

Now that management seems to finally be staffing the West Valley appropriately, it is time for them to get their own staffing correct. There are currently (8) 204B's at the West Valley — Mail Handlers, Clerks, MHA's and PSE's. Tour 1 Steward, Ron Bogner, and Tour 1 Chief Steward, Lisa Wren, are hard at work making sure management is following the CBA in their utilization of these 204B's.

I know this may come as a big surprise, but several grievances have already been filed and appealed up the chain, with regards to these 204B's. Management has filled a couple of supervisory vacancies and, I'm told, are "posting" newly established supervisor positions in an attempt to eliminate the usage of 204B's. This is both good and bad. It would be good to have enough supervisors to eliminate the need for 204B's, it is bad as these new supervisors are receiving minimal, if any, training and are having to learn on the fly. We are hoping they are quick and adept learners.

### 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 con-

tract, 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."



# Safety On The Job

by Terry Mattern  
tm@phoenixapwu.org

We always hear management talking about safety and saying it's our responsibility. How often do you hear supervisors or managers state that safety is their responsibility or that they agreed to terms on improving worker safety at Postal Service facilities in July of 2013 with the United States Department of Labor Occupational Safety and Health Administration (OSHA)? That's why it's always going to be left up to the individual to make sure he or she works in a safe manner. And even that will not help prevent you from having an accident; because of all the damaged defective equipment we work with.

Management has always short-changed us when it came to safety and health. The only way to protect ourselves is it fill out a 1767 and make sure you make a copy of it before you hand it to management. This copy should go to your Steward. The supervisor should give you back your blue copy with their response and a date. In many cases this is not happening and the 1767 is not making it to safety department. The supervisor does this so they are not held responsible if someone is injured. I do not have enough fingers or toes to count how many 1767 management said they were going to correct the safety issue and it still has not been correct it. I'm not saying that they NEVER correct anything, but the length of time is long and you have to remind them every week, every month that this issue is still open and not resolved. But still fill out the 1767s and make sure the supervisor gives you back your blue copy and give a copy to your Steward so we can investigate and try to keep on top. We have every right under OSHA to fill out as many 1767 as necessary to inform the Postal Service of safety and health issues and unsafe acts. When you fill out a 1767 you are protected under OSHA whistleblower act.

One of our major issues is asbestos in the workplace to which the post office has a lot of buildings that have asbestos in them. We've had several incidents where management has had employees pull up tiles to retile the floor. This has exposed the workers working on the tile and their co-workers working around them. None of this has been done properly. This happened at the Phoenix P&DC a little over a year ago between the High B Row and Low B Row and by the G Row. Two OSHA complaints were filed 1201457 & 1205038 on employees being exposed asbestos. I know one of my co-workers knows how to file an OSHA complaint because they beat me in filing the complaints.

Filing a complaint with OSHA can be anonymous to the employer. The removal of the tiles became a major issue of whether the tiles have asbestos in them or were asbestos free. This was a long process that involves a company coming out several times to do the test on the tiles. The first time they came out, management had them test tiles they knew were free of asbestos because they had already replaced them! We objected those tests and explained to OSHA what was going on as to have challenge the test.

The union has the right to have a representative present when they're doing these tests. The post office would make sure that they gave a short notice to the union knowing that certain reps would be unable to attend the testing. This went from May 2017 to October 2017 when the company gave the report that the tiles did in fact contain asbestos. From October 2017 to the end of February of 2018 OSHA supposedly was doing an investigation on the two complaints. On February 28th 2018 OSHA closed the cases saying they were satisfied with the Postal Service's response to the

complaints. Union is still in disagreement with the OSHA decision and is trying to have the cases reopened by supplying more information. I want to thank the small number of employees that gave statements. I appeal to the others to supply their statements because without them, we won't that you were exposed to asbestos that day. Down the road one day you may need that information to be known. The union also filed an OSHA complaint against the USPS at Rio Salado. This was for not having a workable fire alarm system. On this OSHA complaint, a compliance officer came to Rio to do an investigation. While he was there he interviewed employees. I would like to thank all those employees that spoke the truth to the OSHA compliance officer. This investigation did not take as long as the asbestos one because there was no doubt that their fire alarm system was not working. All the supervisors and managers requested lawyers to be present on their behalf before they gave statements to the OSHA compliance officer. I thought for sure one of them would say no to having a lawyer to tell the truth. OSHA did impose

a fine and cited the USPS for violating OSHA standards and regulations. Unfortunately most of the severe penalties were negotiated down by the postal lawyers. And this is unfortunate for us because management has not learned their lesson. As some of your co-workers know we are working on other issues involving safety and health. The most important part to remember is we need your help and your statements, without your statements of telling us who, what, where and when, we have no case. Unfortunately, everything moves slow but eventually if we stick together and make our statements known, our safety and health may be turned around. If any employees have any questions or wish to view any of the reports or the responses in the OSHA investigations please contact me. If anyone has any other questions concerning safety and health please contact me with the subject matter and remember some issues have timeliness to them. **And one more time I need statements of who, what, where, and when.** If anyone wishes to help out or participate in safety & health please contact me.

## Human Relations Report

# AFL-CIO Annual Breakfast



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

It was my honor and privilege to attend the AFL-CIO annual breakfast on August 31, 2018. Speakers included Kyrsten Sinema (running for the Senate) and Richard Trumka who is the President of the AFL-CIO. Kyrsten gave a speech about her campaign and how grateful she was to be supported by the AFL-CIO. Trumka made you feel proud to be part of the Union. He touched on many subjects including working families, the labor movement and standing with the teachers as they struck. He explained how we need to help the working families from coast to

coast and the best way to achieve that is by standing with the person next to us, finding the strength in each other and fighting together. He also touched on how we negotiate top notch benefits, safe work environments, and securing retirement so that the economic future in a way our kids and grandkids deserve. As a Union, we need to be ready

to fight, be fearless, strong and powerful. We're united in solidarity, where (and I quote) your picket line is my picket line and you're weak we can stand together to be strong. It was a great self esteem boost as being a Union leader for the Phoenix Metro Area Local. I do say I did come out a changed person. Fired Up and Ready to Go!

## 2018 Retiree Chapter Meetings Calendar



All Meetings start at 11AM

LUNCH PROVIDED

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: retireepresident@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.

# Have You Been Injured On The Job?

by Amy Ivery, Editor with collaboration from OWCP Specialists, Jim Ohler, MVS, and Matt Barajas, MVS

If you are hurt on the job, whether it is due to an acute traumatic injury (like cutting yourself on a saw), cumulative trauma injury (like carpal-tunnel syndrome) or some other job related injury, there are several basic things you should do.

**1. Report the injury.** You should immediately report the injury to your supervisor. This may seem fairly obvious, however, there are many times a person is injured without requiring immediate medical attention, so it might seem like a good idea to take a wait and see approach and not mention the incident. Reporting an accident properly will prevent many potential problems.

**2. Make sure the supervisor prepares the proper accident report.** You are entitled to receive a copy of the accident report from your supervisor for your records.

**3. If you are part of a collective bargaining unit, you should (a) join the union** if you are not already a member and (b) tell your steward that you were injured and that you reported your



injury to your supervisor. You should request a steward be present while the supervisor is filling out your accident report.

**4. Do not go home without reporting your injury.** This can make it harder to show that it was a workplace injury and could affect your rights under OWCP.

**5. Correspondence with management.** Any talks with management for information or any other questioning,

should be done in writing, as much as practicable.

The supervisor is responsible for immediately ensuring that appropriate medical care is provided. They must fill out the proper form in accordance with the injury and forward this form to the HRM Specialist. The HRMS will then complete the employer parts of the OWCP form, advise employee if Continuation of Pay (COP) will be controverted or unpaid, and provide copies of completed forms to employee and employees' physician. Per ELM 545.21, the supervisor is to permit the employee to select a physician or hospital of choice. Wherever the employee chooses to go, *the paperwork MUST be signed by a physician.* Not a Physician's Assistant or Nurse Practitioner. If it is not signed by a physician, your claim could be denied.

As an employee with an injury, you should ask for your union representative. Your steward can provide guidance and advice with respect to your rights

and responsibilities. They can navigate OWCP processes and appeals in order to obtain and retain Federal Employees' Compensation Act (FECA) benefits. They will advise you about the obligations the USPS has under FECA. Most importantly, they will enforce the Collective Bargaining Rights.

Federal law requires that employers must provide a safe and healthful workplace for their employees. If your employer fails to fix a hazardous condition, you and your co-workers can speak to your employer and ask for the hazard to be fixed. Remember to keep a diary of communications with your employer about hazards or injuries. The form to fill out for an unsafe work practice or condition, is PS Form 1767, *Report of Hazard, Unsafe Condition, or Practice*. This is a multi-copy form and is turned in directly to your supervisor. If you are unsure of how this form works, please request your steward. Per Elm 824.61 **Purpose of PS Form 1767, Report of Hazard, Unsafe Condition or Practice.** PS Form 1767 is designed to encourage employee participation in the Postal Service safety and health program and to provide prompt action when employees report a hazard. This form provides a channel of communication between employees and management that promotes a prompt analysis and response with corrective action to reports of alleged hazards, unsafe conditions, or unsafe practices.

It is vital for all employees to report any injury to their supervisor. What may seem small and insignificant, it could potentially turn into something severe. If your injury goes unreported and manifests into a severe injury, you may have a difficult time proving that it was sustained while on the job.

## When is the time frame?

Open enrollment will be between November 12th through December 10th. There will be (3) Health Fairs. GMF November 7 from 7am-7pm. And West Valley November 5 from 4pm-6pm and November 6 from 6am-8am.

It's that time...  
**Benefits OPEN ENROLLMENT**



## What is open enrollment?

Open Enrollment is the annual period to enroll in, or make changes to, your benefits! Unless you have a qualifying life event (QLE), this is your once-a year opportunity to make changes to your benefits.

## Why is it important to me?

Most plans change their coverage options, service areas, or premiums each year. It is important to evaluate all of your options to help you decide if you need to make any changes for the upcoming year. You can also consider the changes you may need to make to your health coverage so that it better aligns with your current health care needs. This ensures that you have the coverage you need without paying for services you don't need. You may even end up saving money!!!

## What if I don't want to change my benefits?

Several things can happen, depending on your health plan. Contracts with healthcare insurers are negotiated yearly; some plans are dropping out of the program and others are changing their service areas or coverage options. Unless your current health insurance plan is dropping out of FEHB, **you will continue to be covered by the plan.** However, your benefits, premiums, or coverage options may change. If you currently have a Flexible Spending Account (FSA), it will NOT continue automatically.

## Where can I find more information?

If you would like more information about open enrollment, FSA or TSP, additional resources are available on the **LiteBlue Open Season page.** Or you may contact your steward for assistance.

## Attention All Employees, We Need Your Help!!!



Fellow union members and employees, donations are needed for those who served in the military and are in great need of our help we are collecting the following items to distribute to our homeless veterans this holiday season:

- |                  |                           |              |           |
|------------------|---------------------------|--------------|-----------|
| 1. Blankets*     | 2. Beanies                | *3. Gloves*  | 4. Socks* |
| 5. Bottled water | 6. Personal Hygiene items | 7. Chapstick |           |

\* items can be gently used

You can drop off any donated items to the APWU Hall located at:  
3741 E. Atlanta, Phoenix, AZ 85040

The Union Office at the West Valley, or the Union Office at the PHX GMF.

Please share this info with family and friends to help give back to our less fortunate military men and women! Any contribution(s) are greatly appreciated. Donations will be collected now through December 7, 2018. Thank you for your support!

# APWU And Postal Management Agree To Extend Negotiations

APWU President Mark Dimondstein has announced that the union and the Postal Service have agreed to extend negotiations for a new collective bargaining agreement for 30 days.

Our current union contract between the American Postal Workers Union and the United States Postal Service covers the wages, hours and working conditions of 200,000 postal workers. The current Collective Bargaining Agreement expired Thursday, September 20, 2018.

The APWU and postal management have engaged in negotiations for a new collective bargaining agreement (CBA) since June 26, 2018. Three months of frequent negotiation sessions and a last 10-day stretch of intense “round-the-clock” discussions identified important issues that the union believes deserve more time to discuss and explore before declaring an impasse and ending negotiations for a voluntary agreement.

“Our goal is to reach a negotiated settlement that can be voted on by the members” declared President and lead negotiator Mark Dimondstein.



“National Negotiations are always challenging. At this point in time it is in the best interest of the members to stay at the bargaining table rather than declare a hard and fast impasse.”

Once an impasse is declared, the parties enter the phase of mediation and binding interest arbitration. In an interest arbitration, after both the union and management sides make

their presentations and arguments, the final decisions regarding our future conditions of employment is determined by an arbitrator.

The goals of the APWU remain consistent as the union is “fighting today for a better tomorrow” and include: Fair wage increases, COLA, job security including maintaining no lay-off protections, bridging the gaps

of the divisive three-tier wage structure, addressing concerns of hostile work environments, seeking better career and full-time opportunities for both PSEs and PTFs, and expanded postal services.

“Postal workers deserve the respect and dignity, recognition for their dedication and hard work, that comes with a decent union contract,” said Dimondstein. “We will continue this just fight over the next 30 days.”

“Negotiations are fluid, changes can happen quickly and we remain optimistic that together we have the power as unionized workers to win a decent union contract,” shared chief spokesperson and Industrial Relations Director Vance Zimmerman. “Keep the contract campaign going strong and continue to send management the message that we are united in our demand for a good union contract.”

All the rights, benefits and provisions of our existing union contract remain in place, and are fully enforceable during the 30-day extension of negotiations.

## Voting Against Your Own Self Interests

by Doug Brown

Many Americans enjoy their privilege of voting in elections. Our vote provides direction and stability for the things we value most in our great country. Informed voters are caring voters. Caring voters research the issues and cast votes accordingly. This is known as “voting in your best interest.”

Looking back to the 2016 presidential election voters felt isolated, forgotten and tired of the every day politics.

Many wanted change and voted for Donald Trump. Internal polling suggests a percentage of union members across the country voted for Trump. Industries like steel, automotive, and coal employ lots of union members. The members liked what they heard with promises of change in NAFTA and other unfair trade agreements. However,

a year and a half later there has been little change in trade practices, only tariffs and threats.

A percentage of APWU members voted for Trump. It is unclear how many as Trump campaigned on reducing the size of government agencies and associated federal retirement benefits. Remember, the USPS is included as one of those agencies. Trump has followed through on his campaign promise to cripple government employee unions. It started with executive orders to limit “official time” for stewards, strip whistleblower protections for federal employees, and degrade just cause provisions for termination.

Most recently the Trump administration has proposed, “privatizing” the postal service. According to the White House “a private postal service would provide greater

freedom to raise prices and negotiate pay and benefits.”

In other words slash pay, eliminate benefits and tear up universal service. No more unions or protections, and certainly no retirement benefits or health insurance. Plain and simple, it is union busting.

President Kennedy once said “Those who would destroy or further limit the rights of organized labor – those who would cripple collective bargaining or prevent organization of the unorganized – do a disservice to the cause of democracy.”

Members of the APWU who voted for

change certainly did not intend for the changes to apply to their employment with the USPS. They did not vote for reductions in their retirement, busting of their union, or most certainly not privatization of the postal service. It is very clear by voting for change you have “voted against your own self interests.”

We have a real opportunity to change the direction this November. Do the research and please cast your votes accordingly. “Vote in your best interest.”

Have a healthy, happy, and safe Summer!  
—IPWU Dispatch



It's Official  
I'M  
Retired

Stanley Petree 7/23/18-GMF  
Steven Ortega 8/21/18-GMF 24yrs  
David Guilbault-GMF 40yrs  
David Kalandyk 8/3/18-GMF 44 yrs  
Sue Wong 8/30/18-Scottsdale Kachina

# There's More To Being A Member Than Just Paying Dues

by John Dirzius, APWU Northeast Region Coordinator

As I proudly travel the Northeast Region and speak with workers, I always ask if there are any new members, newly hired Postal Support Employees (PSEs) or recently converted PSEs. I ask those questions knowing that 25 percent of postal workers have

been hired since 2011 and over 54 percent are eligible to retire.

A few hands always go up and that's great. However, collectively we need to make certain that each time that question is asked, more and more hands proudly go up in a "fist pump" of union pride and solidarity, as our future is in the collective hands of our

new members. We need to see more new members at our training sessions, more activists attending union meetings, more new delegates at state and national conventions, and everyone participating in our rallies and demonstrations. Your involvement will determine our future.



## GET INVOLVED

The task of empowering our members, educating our members and developing new leaders must be a priority for all of us if we are to maintain our status of an outstanding labor union. The strength of any labor union is measured by the active involvement of its members. The days of letting someone else "do it" were never acceptable and with today's serious challenges, this attitude can no longer be tolerated.

Being a good union member is more than just paying dues and asking others to resolve your grievance, negotiate your contract, protect your standard of living and fight to keep America's postal services strong. Your involvement is absolutely required.

The journey to become a union activist is as simple as attending your next union meeting. Organize your meeting by spreading the word among your co-workers and ask them to get their co-workers to attend, as well. Social media is a great tool to get our message out.

As we mobilize around a new contract, work with your local Contract Action Team (CAT) and get everyone to wear a union T-shirt or contract campaign but-

ton on a scheduled day every week. That small gesture sends a strong and important message to management: We are union strong and united. Take a picture and share it on social media to show your solidarity.

Organizing any non-members in your local is one of the most important roles anyone can play. Tell them: The APWU has negotiated a strong contract that protects our members with a good living wage, health benefits, job security and a pension once we retire. There is absolutely no reason why any postal employee should be a non-member.

If you are ready, the next step is to become a union steward or run for an elected position in your local. Don't worry, there are all kinds of trainings available to hone your skills and knowledge. Taking that next step is what is important and vital to our continued success.

To put it in sports terms, we must fill the APWU's "bench" and the first step is your involvement. I can assure you, if you ask my fellow Regional Coordinators, Sharyn Stone, Omar Gonzalez, Mike Gallagher and Kenneth Beasley, their response would be the same. Get involved today!



Business Agent Gary Hufstetler, Secretary Treasurer Sarah Rodriguez, and Vice President Joe Zamenick wishing David Kalandyk a happy retirement.

On August 3rd 2018 David Kalandyk retired with 44 years of Federal Service, from the GMF BEMU. Dave worked 40 years at the USPS,

and served four in the Navy. He also served as Clerk Craft Director and Local Business Agent for Phoenix Metro Area Local.

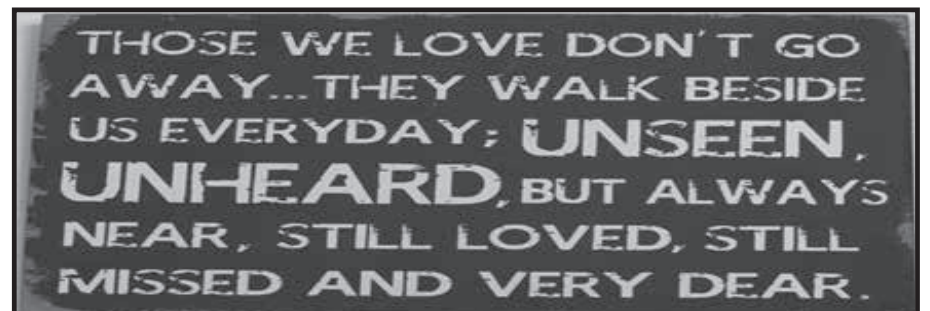
Phoenix Metro Area Local thanks you for your many years of service to our local and the membership, as well as our country! Best wishes to you on your retirement!

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Cecelia Ortiz, retired Postal Worker lost her sister  
Jack Sanchez Retired clerk from GMF passed away  
Joe Diaz from the GMF lost his Mother  
Martha Ibarra from the GMF lost her Mother



### 2018 General Membership Meetings

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

<b>October 18th</b>	<b>Thursday</b>	<b>7:00 PM</b>
<b>November 13th</b>	<b>Tuesday</b>	<b>7:00 PM</b>

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.