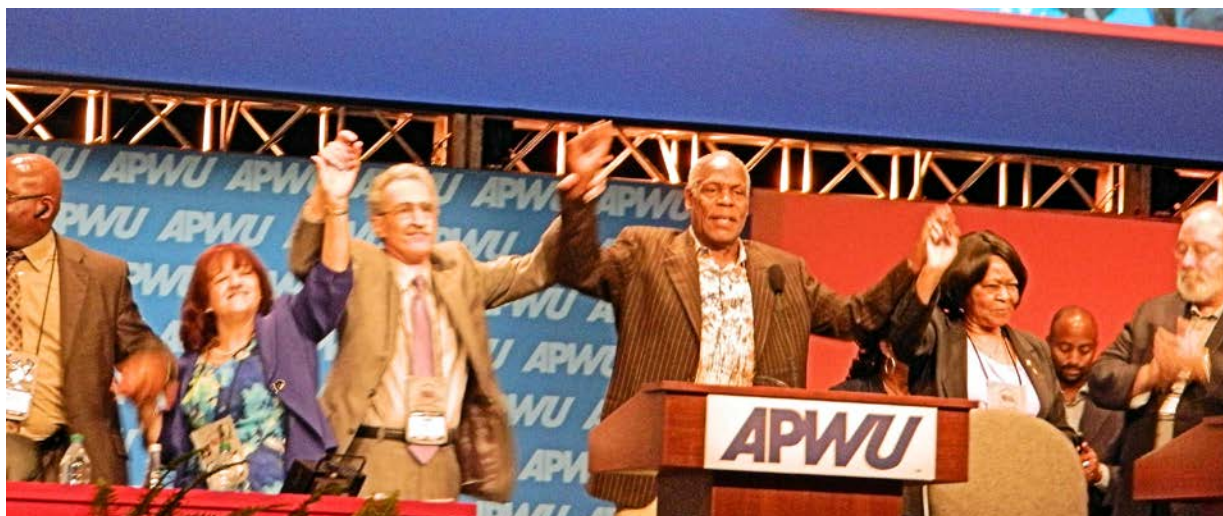


APWU

Philly PARCEL

Official Publication of the Philadelphia Bulk Mail Center Local 7048, American Postal Workers Union, AFL-CIO
Volume XXXI Number II August 2014
"One Workforce - One Struggle - One Union"

Stop Staples Campaign Should Be Hurting Back-To-School Sales!



**As Veteran Actor Danny Glover stands in Solidarity with
National Officers, APWU Welcomes Endorsements From
the National, AFL-CIO, The National Education Association,
and the American Federation of Teachers.**

**Locally We can FIGHT BACK by NOT shopping at Staples
for Our Back To School supplies.**

"The Struggle Continues"

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Philadelphia Bulk Mail Center
Local # 7048**

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American Postal Workers Union, AFL-CIO

The opinions expressed are those of the authors and do not necessarily reflect the views of the Editor or the Local. All members of the Bulk Mail Center community are invited to submit articles for publication.

If you are aware of the death of the parent, spouse or child of a Local member, please contact the Union Office so that an appropriate acknowledgment can be sent.

.....
Ray Pavel, Editor

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The President's View



PRESIDENT'S VIEW

Since my last newsletter article there has been much going on that was covered via our Philly Flyer work floor hand-outs to the members. This is a way to let everyone know what the hot news of the day is. We also send out these same flyers to our local email list, **so if you want to be on that list, please get your email address to me.** There is an email list form enclosed in this edition of the Parcel.

STOP STAPLES CAMPAIGN

My plan was to dedicate this edition of the Philly Parcel to this fight and to educate the membership on the importance of it.

This is a fight we cannot lose and will not lose as long as we need to continue to fight together as a Union. These are the kind of fights we should have fought the first time the postal service started taking our mail out the back door while slowly deteriorating the people's post office. This started when we had so much mail that nobody seemed to pay much attention. Well, now we are in a fight to the finish and need your help. By now everyone should know about this battle and that a national boycott by the APWU, supported by many other unions and organizations, to boycott Staples.

With 82 current so-called pilot sites and more on the horizon planned, these Staple Stores are not only doing the work of the APWU represented postal employee, they are allowing the postal service to close post offices in that area earlier so customers can go to the Staples that closes much later.

This is Privatization!!! If we lose this fight, we allow the USPS hierarchy to add more Staples stores, make more sweetheart

deals with other chains like Walgreens, Rite Aid, CVS, etc.

The Teacher's Unions throughout this country have been very supportive and during their National Convention they passed a nationwide boycott of Staples. Their convention happened to be in LA at the Staples Center. Now that was a sweet thing to hear. We had a huge demonstration while in Chicago during the Tuesday afternoon session of our national convention. It was one of the best rallies I have attended out of many convention demonstrations. We had some heavy hitters address the delegates, from Jesse Jackson to Rich Trumka, and I must also thank our fellow

postal unions, both the Mail Handler's Union and NALC for being there on April 24th during the Day of Action. The MHU Local 308, whose stewards' office is directly next door, have been supportive from the get-go. As I move on to other issues, please take this attack on our jobs very seriously because if we don't, the dye will be cast.

Reminder to all that Thursday's have been designated BLUE SHIRT day, so please wear blue to work every Thursday.

NATIONAL CONVENTION

On behalf of the local, I attended the 22nd biennial APWU national convention in Chicago along with fellow delegates VP Joe McGugan, Secretary-Treasurer Joe Lockrey and Political Director Joe Quinlan. I served on the Constitution committee, which required my attendance in APWU HQ in Wash DC back in mid-June. It also meant I needed to travel a few days earlier to the windy city. Joe Quinlan served on the formal resolutions committee. That committee dealt with some very progressive resolutions which will support working men and woman in this country.

By now all the news service bulletins should have been made available to the membership either on the work floor or via the apwu.org web site. This reported on events from each day of the convention. I am pleased to report that after

much debating amongst the delegates, we were able to eliminate five (5) national officer positions that had been vacant. We were able to do this thanks to the compromise at the 2012 convention when it was agreed to allow the respective councils the right to fill all vacancies or combine duties of a vacant position, when they can be absorbed by other officers.

Our current National APWU structure is very top-heavy and

with the declining membership we need to strongly consider

some major restructuring of our national officers' positions. In any event, this was President Mark Dimondstein's first national convention as the chairperson. I believe he handled it very democratically, allowing delegates to debate the issues. He was tested a few times and addressed the situation as best he could. The delegates agreed to cut one full day from the 5-day convention, adding one hour per day and eliminating the last day, for future conventions. The convention will now start on a Monday and conclude on a Thursday with a 9:30 AM-4:30 PM work day.



Dem. Cand. PA 8th Dist. Kevin Strouse, (Center), Marched at our "Stop Staples" Demonstration.

We dealt with several committee reports involving Labor/Management, Clerk, Maintenance, MVS, Support Services, Formal, Human Relations, Safety and Health, etc. Unfortunately we did not discuss each resolution individually due to many hours put into the constitution resolutions. However, each committee did the leg-work and made their recommendation of concurrence or non-concurrence, referral, etc. Each of our local delegates attended the craft conferences that took place the Saturday and Sunday prior to the actual convention. We all attended the BMC Conference in which many of the 21 BMC/NDC local representatives attended.

I enjoyed the work I was asked to do with the other members of the constitution committee. We debated and worked hard to understand the proposals that we were tasked to discuss. Being in Chicago for more than 10 days was too long to be away from home, but you have to do what is needed to make sure the union work gets done at these conventions.

UNION MEETINGS

To date we have had four membership meetings and one informational meeting in 2014. Some turnouts are better than others, but as the saying goes, there is strength in numbers. Every member has a voice and vote and by not attending your union meeting each time, you toss that aside and don't realize how much power you have. Officers must give their reports whether a handful show or a few hundred. I personally like to report to as many rank and file members as possible. A better informed member is better for the UNION. We just concluded our last scheduled meeting as we were heading into the summer months and will not have our next one until Tuesday September 23rd starting at 4:00 PM, barring any special meetings that may have to be called. So please, when you see the Union Meeting notice go up, try and find the time to come out to your union meeting. The June 26th meeting lasted less than three hours with a 15-20 minute break for refreshments included.

We held our 4th annual Michael A. Piekieski Memorial Scholarship drawing attended by Wife Donna, and Daughter Kari. Donna randomly picked the name of Maria Krywucki, Daughter of Maintenance BEM, Jimmy. Maria is shown receiving a check for \$1,000.00. She will be attending the University of Rhode Island. Congratulations Maria!!!

ASSOCIATE OFFICES

We had our May Info meeting at McStews back on May 22nd. We recognized retirees Trish Opielski (Levittown) and Susan Coyle (Fairless Hills). (*Shown here.*) Both were loyal and active members. Sue was a shop steward and was

extremely helpful in many aspects for the APWU. We reported to those at the meeting many of the issues we have been dealing with in both offices. Democratic candidate for Congress Kevin Strouse, who recently won in the PA primary, stopped by to thank the local union for the support and for those who voted. Kevin has addressed our members in many forums to date and will be a friend to Labor in his run for Congressman in the 8th Congressional district. We will meet again in October for our fall Informational meeting.

PRESIDENT'S CONFERENCES

I have been to two NPCs since March. The Plymouth MA area local hosted the one in late March and GA State and the Atlanta Metro local worked together to host the June NPC. President Mark Dimondstein addressed both conferences as these were his first two as the National President. Mark touched on many issues including the importance of the Staples battle that rages on. One of Mark's first orders of business, which fell on his lap when he became president, was this Staples sweetheart deal with the USPS. This has been a fight since November 2013 that must be won by the APWU and all of its supporters. Mark touched on the work that was still being done on the MOU on the filling of residual vacancies. The intent when all is said and done is to have PTF clerks get converted to full time regular, transfers find their new home and the eventual conversion of PSE employees from all three crafts to become career postal employees. To date, well over a thousand conversions should have already taken place. He reminded the delegates that he works for the membership.

The next NPC is scheduled in October in the Western Region in Park City, UT.

PA STATE POSTAL WORKERS UNION

The local delegates traveled to Pocono Manor, PA in early May to take part in the biennial PPWU state convention. This is a three day convention that includes two extra days of educational conferences. The education was very well received and will help the officials of the local union better represent the membership. Many resolutions were submitted and debated that were sent to be debated at the Chicago APWU

National convention. We had submitted some of them, including a PA State constitutional amendment that passed that allow the PPWU executive board to review any vacancies that occur on the board and to see if they can be absorbed, or duties combined and if so to debate whether to eliminate at the next convention. During the election process I was nominated and was unopposed for the Vice President position of the PPWU. Along with Bob Kovalik, who became the Maintenance Craft Director of the PPWU,



we hope to represent the state to the best of our ability. This is a two year term as elections take place at each convention. At the recent NPC in Atlanta, President Mike Stephenson authorized me to be his delegate for the PPWU.

VOE

What is VOE? It stands for the Voice of the Employee and was put into place way back in the 1990's or sooner I believe. It was a make-believe way of the employer thinking they wanted to hear what they can do better for the employees. It worked so well one year that they threw the results of these surveys on the table during national arbitration on the contract. The postal service read that those who participated stated they were pleased with their wages as a postal employee and when the union submitted proposals for wage increases management informed the panel that the members were happy with their salary and therefore the request to get higher wages was not needed.

Now those around today say that was a long time ago. Well today, management is so high strung on this VOE that in each district and area they keep score of participation numbers. Now you draw your own conclusion as to why this is so important to them. I don't remember reading how they were able to make things better for our members based on any survey. The current plant manager at the NDC says we are trying to silence our members by boycotting these surveys. Until the P.M. got here and started sitting down and literally having two and three hour meetings with the employees to the point I was receiving complaints of how full of himself he is, I never was involved with the survey unless someone asked me about them. Yes, we boycotted them, but that was basically as far as we went. Well now we not only boycott them, we are giving out \$10.00 to anyone who turns the survey in to the local union.

This is all thanks to the overzealous plant manager and his preaching ad-nauseam to the members we represent. Now let's not kid ourselves, some employees will get intimidated by the plant manager sitting in a room with the survey forms in his possession, speaking for hours and "asks" if you will participate. Enough said on that part. The parties recently settled a grievance at the plant that should ensure that every member gets their VOE survey form in the envelope it came in whether they participate or not in the VOE survey. We were forced to file a grievance due to the plant manager overzealousness and not giving the employee his/her survey due to their non-interest in participating. **If you are denied the VOE survey envelope please ask for a steward.**

BRENDAN BOYLE AND KEVIN STROUSE

I am pleased to report that both candidates the local union endorsed were successful in their PA Primary races. Boyle in the 13th and Strouse in the 8th. They will now be on the ballot in November for the general election and we plan to continue to offer our assistance for the two of them. Both of

them have met many of the members in different forums. Both were at the Stop Staples Day of Action supporting postal workers in our fight against the postal service hierarchy. We hope to have them come out to a future meeting once again.

In closing, we hope everyone is enjoying the summer months. If you already had your vacation, hope it was great and if one is planned and soon to arrive, be safe and have a great time with your loved ones.

Remember with Unionism, There is No Favoritism,

Vince Tarducci, President



Dem. Cand. PA 13th Dist., Brendan Boyle, (second from left), participated in "Stop Staples" Demonstration.

Mr. Tarducci,

Thank you so much for the scholarship opportunity. I am so excited to be able to put this money towards college and am so grateful to have received it.

Thanks!

Maria Krywucki

(Pictured Below)



APWU and 15 Now: FOR BOTH, THE STRUGGLE CONTINUES!



A week after our widely publicized Staples Day of Action picket at the Philly BMC, I was invited to participate in a May Day march downtown. The organizers of the march had selected Staples at 15th and Chestnut as one of the centers of corporate greed that would be an early stop for the demonstrators.

Our brothers and sisters from the Philadelphia Area Local had demonstrated there on the Day of Action, joined by a half dozen picketers from the BMC. I was one of them. It seemed like a good time to revisit job - stealing Staples, this time with a couple hundred like- minded activists.

The marchers, numbering about 250, assembled at 15th and Market. There were some old school labor militants among them, but it was, by and large, a young crowd. Many of them were low wage workers fighting for a \$15.00/hour minimum wage. Their red “15 Now” signs and matching red shirts stood out in the crowd.

First stop: Wendy’s at 15th and Chestnut, across the street from the Staples. Young 15 Now activists addressed the crowd about the right of all working Americans to a living wage. Low wage workers shared their stories about working for substandard pay in substandard conditions. “15 and a Union is what we need!”

Then the crowd turned towards the Staples and they handed me the bullhorn. I told them it was great to see young workers standing up for their rights and fighting for economic justice.

Staples, I explained, is one of the worst low paying employers in the country. They are notorious for wage theft, cheating their employees of overtime pay and wages protected by law. In fact, Staples has paid out eighty million dollars to settle claims of wage theft – a fraction, I suspect, of the millions more they stole. And this is the crooked outfit that the postal bosses want to use to privatize our window clerk jobs!

I concluded by saying that APWU and 15 Now are natural allies.

We have the same struggle – the fight for economic justice. We have the same enemy – corporate profiteers who enrich themselves by exploiting working people. For both of us – in the iconic phrase of APWU President Moe Biller – THE STRUGGLE CONTINUES!

On May Day 2014, media outlets reported that the Seattle City Council was preparing to enact a \$15.00/hour minimum wage – the highest minimum wage “from sea to shining sea”. Seattle Council Member Kshama Sawant, the first Socialist elected to public office in Seattle in almost a century, had run on a platform of 15 Now. In November 2013, she won. Two years of community organizing, electoral campaigning and demonstrations finally paid off.

“Onto the ballot and into the streets “, the fighting slogan of Ms. Sawant’s Socialist Alternative Party – is the one two punch that American workers need, but will never get from the Democratic Party.

The working class victory in Seattle set off a chain reaction.

In San Francisco, a November referendum to adopt a \$15.00/hour minimum wage will be on the ballot, the result of a recent vote by the City Council. 21 Chicago aldermen have recently come out in support of raising the wage to \$15.00. A thousand low wage workers marched through the streets of Boston to bring attention to the growing fight for higher pay

All over the country, the forces of economic justice are on the march. APWU’s fight against privatization is part of this larger fight against corporate power. President Mark Dimondstein has called on us to seek broader alliances not only with other postal unions, but with community groups, veterans groups and other supporters of economic justice. I believe that the young militants of 15 Now are exactly the type of allies that APWU needs in these difficult times. The APWU National Convention in Chicago will vote on a resolution approved by this Local, the Pennsylvania Postal Workers Union, and the APWU National Presidents’ Conference:

WHEREAS, MILLIONS OF HARD WORKING AMERICANS LIVE IN POVERTY, DUE TO THE FAILURE OF THE MINIMUM WAGE TO KEEP PACE WITH INFLATION AND THE COST OF LIVING, AND

WHEREAS, IN NOVEMBER 2013 VOTERS IN THE SEATTLE AREA APPROVED BY REFERENDUM A PROPOSAL TO RAISE THE MINIMUM WAGE TO \$15.00 PER HOUR, AND

WHEREAS, IN A DEMOCRATIC SOCIETY, THE EXPRESSION “WORKING POOR” MUST BE MADE A CONTRADICTION IN TERMS, AND

WHEREAS, THE APWU SHARES LABOR’S COMMITMENT TO BUILDING AND DEFENDING A DEMOCRATIC SOCIETY, THEREFORE BE IT

RESOLVED, THAT THE AMERICAN POSTAL WORKERS UNION SUPPORTS A \$15.00 MINIMUM WAGE, AND WILL ENCOURAGE AND SUPPORT THE NATIONAL MOVEMENT TO ACHIEVE THIS GOAL.

APWU and 15 Now – we share the same struggle. And the struggle continues!

Joe Quinlan, Political Director



Joe Quinlan, Local Political Director, and staunch activist loves taking the bull-horn during our demonstrations. He needs no script during his "barking"!!



Former PA State Rep. Ed Neilson, (facing right side), now a member of Philadelphia City Council, marched during our "Stop Staples" demonstration.



Local 7048 Pres. Tarducci talks to KYW News radio reporter as Clerk Craft Dir. Bill Schweiker flashes our moniker.

NON-MEMBERS LOCAL 7048

The following represents the list of employees who are not members of this local union. They freely give up any rights to a voice or vote, which ultimately gives them absolutely no say whatsoever in how the local union is run. Though this may be his or her right, there is much confusion as to why anyone throws away such a RIGHT. We make this list available for the sole purpose of informing the membership.

This is as of August 18, 2014.

PHILADELPHIA BMC/NDC

Henderson, Kennard, Maintenance, T-3

Shuss, Betsy, Data Tech Clerk,

Howard, Tyrone, Clerk FSS T-3

Raymond, Thomas, Clerk Tour-3

McKenzie, James -Maint Support T-1

A member who signs one of these individuals to join the APWU is eligible to receive a \$100.00 incentive.



Amanda and Nicole, Sophomores from Mast Charter School walked past us on their way to school. After school they stopped and marched with us at the Stop Staples demonstration. They made posters during their school day. They have no affiliation with the post office but after reading our literature, they agreed with our stance.

JOB KILLER MORROW STRIKES



Morrow has started what he came here to do, he came here to slash jobs and that's exactly what he is doing. First he started with the general expeditor jobs on tour three and the sign painter's job on tour two, he then moved quickly to the dock clerks on tour two. As you all may recall back in March at one of his town hall meetings, Morrow stated that there would be sectional excessing in the very near future. Then on June 6, 2014 Morrow notified the APWU local 7048 that there would be "Involuntary Reassignments-Outside Section, Within the Installation.

He is not wasting any time even though the Article 12.5A.4 states; when it is proposed to reassign within an installation employees excess to the needs of a section, Union notification shall be at the local level **as much as six months in advance when possible**, pursuant to Article 12.5.B.4. The identification of assignments comprising a section is determined through local implementation procedure Article 30.B.18, and per our LMOU, each tour is a section.

Was a six months notification possible? Absolutely it was! Morrow went on record back in March at one of his many town hall meetings stating this is what was going to happen, but failed to notify the Union as agreed to in the Collective Bargaining Agreement.

Morrow's intention is to cut 10 clerk craft jobs from tour two, while adding one additional job to tour three and 2 additional jobs on tour one. The loss of 7 jobs will be accomplished through attrition. This involves retirements, long term absences, etc. No one is expected to be excessed outside of the facility "at this time" according to Morrow.

The Union met with management on several occasions to give input and review documentation. Management provided the Union with a new bid matrix for all three tours. Tour two will be excessing six level 6 clerks and four level 7 clerks off the tour as per this bid matrix. Tour three will be reposting jobs due to hours, duties, and/or drop day changes; and the same for tour one. Changes involve most clerk jobs; (LIM, dock clerks, PPMO/APBS, mail processing clerks, etc.)

There will be enough bids posted to ensure that every clerk has a bid job. On tour two there will no longer be any 0650 start times in the secondary for clerks, clerks will be excessed outside of their section from tour two.

The changes on tour two are governed by Article 12 and involve involuntary movement of employees outside of

their current section/tour. This occurs when management reduces the number of occupied duty assignments within a section. In this case, tour two will be affected because that is the tour that will end up with fewer positions and is the tour from which employees will be involuntary excessed.

Article 12.5.C.4 of the JCIM page 110. Reassignments within the installation/sections:

- *In the clerk craft, identify the number of duty assignments remaining within the section occupied by clerks junior to the senior clerk whose duty assignment was abolished or reposted and post for bid to currently qualified clerks within the section*

Tour three and one involves the reposting of jobs within the section without reducing the number of jobs in that section, and are governed by Article 37.3.A.4. There will no longer be any NTFT jobs, which mean that all 10-4 bids will be reposted as traditional FTR jobs (8 hrs. per day, 5 days per week).

The auto bid cycle will open on August 21, 2014 and close on September 2, 2014. The successful bids will be posted on September 11, 2014 and will go into effect on September 20, 2014.

Morrow wants to ***do more with less!*** There is no secret about that with all of his BPI reports. So remember, a fair day's work for a fair day's pay, and safety first.

Bill Schweiker, Clerk Craft Director



At our June GMM seated center are Donna and Kari Piekieski. Left is our Attorney Lionel Prince next to "Pitch" and APWU Eastern Region Coordinator Mike Gallagher. Among the Members are 2 future retirees. Donna and Kari were in attendance to draw the recipient for the deceased former Local Officer, Mike Piekieski Memorial Scholarship Award.

Maintenance Craft Report



CUSTODIAL STAFFING

We have made some headway over the past several months in ensuring the facility is properly cleaned. The evidence is, management is beginning to seal the workroom floor, which to my knowledge has never been completely done. This is an item that must be completed once a year, called an initial prep.

As part of a settlement reached this past November, the parties agreed, the Service shall create and schedule all senior routes required by the MS-47, Management would accurately record the completion or failure to complete these senior routes in management EMARS tracking system. Failure to complete these senior routes will result in an hour for hour monetary remedy.

Since senior routes are done less frequently, the Union will review EMARS record at the end of the fiscal years to determine if any grievance is needed.

Also in November of 2013, the parties agreed to perform a joint staffing study, after a long period of discussion we feel we have finally reached agreement on the joint staffing. Management has submitted this joint package to Area for approval. We believe that we have a negotiated agreement on this staffing package, and while some workloads have changed, the overall number of position expect to be the same.

Even with these positive steps and management improved position on cleaning the facility, we continue to grieve bypassed daily routes.

MAINTENANCE TESTING

Below is a reprint for the National Maintenance web site, While I am not aware of anyone locally being affected, I am printing this to ensure everyone is aware. Anyone who thinks they may have been affected contact me for assistance.

May 8, 2014 - Maintenance Division officers have created a questionnaire [PDF] to help locals identify employees affected by a recent arbitration win. The case involved the Postal Service's decision in 2009 to retroactively change the passing score on promotion eligibility exams. As a result of the policy, the rating of more than 600 APWU members changed from eligible to ineligible, meaning that they could not be placed on Promotion Eligibility Registers (PERs).

On April 16, 2014, Arbitrator Stephen B. Goldberg ruled in favor of the union, concluding that management's action violated the Collective Bargaining

Agreement. He remanded the case to the parties to seek an appropriate remedy. Discussions with the USPS are ongoing. "This information is important in helping us ensure that a proper remedy is applied to those who were affected by the Postal Service's violation of our members' rights," said Maintenance Craft Director Steve Raymer. Completed forms should be sent to Maintstaffing@apwu.org or mailed to the Maintenance Division, 1300 L Street NW, Washington DC 20005.

Have a Good Summer,

Robert Kovalik, Maintenance Craft Director



Award for being 99% organized. Our Officers and Stewards striving for perfection. COPA Award for participation. Thank you all who contribute. It's Your Award.



We received support from The Teamsters during our Demonstration. Not shown was Members from the Steelworkers, Letter Carriers, Mailhandlers all marched that day. A contingent from our Local visited a Steelworker demonstration, nearby. They had international participation protesting the anti-union tactics at the Crown Cork & Seal facility.

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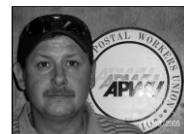
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at
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DIVIDE & CONQUER

By DIR Chuck Camp



HOW DOES THIS TACTIC WORK?

Relations between senior management and the APWU at the NDC seem to be strained lately. I have been wondering how things have gotten to this point. In retrospect, it appears to me that much of this falls at the feet of our current plant manager. I have heard many complaints and apparent bitterness at the settlements and agreements that have been negotiated between management and the union over the past 30 plus years. Historically, the LMOU, the grievance settlements, numerous policies, etc. have come about by the parties entering into good faith negotiations in order to create a work environment that benefits both parties. As an example, guaranteed leave percentages give management a concrete idea of how many employees will be present for any particular day of work, while also giving our members a sense of when they can reasonably expect to secure a day, days, or even a few hours off of work without fear of reprisal.

These agreements have evolved based on the needs of BOTH parties (management and the union) for close to 4 decades.

Suddenly a new manager comes in and decries all of the benefits that were negotiated that happen to be beneficial to the employee. Apparently, these benefits all of a sudden make it too difficult to run the company. Our LMOU and other benefits threaten the very viability of the USPS. This is nonsense of course, but it is an effective way to drive a wedge right into the middle of the organized workforce that we have become. Seniority becomes a dirty word. How many people have heard a senior manager complain about employees exercising their "seniority" rights?

They preach this so-called dirty word to those with less seniority as a means of breaking some employees away from the organized pack. All the easier to strip away rights and benefits that we have fought for over the years. "I just want to deal with the lazy workers" he might say. Or, "we can't accommodate all of these limited duty scammers" he might infer. "The senior employees think they don't have to work". "So-and-so is never here". The list of seemingly innocuous

complaints goes on and on. This is how we get a solid group that is, let's say 99.2% organized, and try to break them apart. Conquer bits and pieces at a time, **IF** the group is split. This is why unions continually preach that "An Injury to One is an Injury to All"! If the divider is able to get rid of the so-called lazy worker, the injured worker, the senior worker, the occasionally absent worker; who is left? And then, who is next on the list? This is mainly why we oppose such things as VOE surveys. Ask an

employee if bad workers are held accountable by management and most of us instinctively rise up and scream NO.

We want employees disciplined by the bosses regardless of the fact that we know nothing of most people's individual circumstances. Forget due process and just cause. Just like some would like to eliminate seniority, light duty work, etc. That is, until it affects us personally.

I have little doubt that a boss,

with a little creativity, could get a majority of employees in some areas to turn on a coworker who they feel is not carrying their share of the load. Majority vote rules and that employee is gone. In the end, we would all be gone and the facility would be staffed with lackeys and relatives of the head honcho all with no rights. A united voice, let's say spoken by 99.2% of us together, ensures that "AN INJURY TO ONE IS AN INJURY TO ALL", and prevents rather than expedites our demise. Just don't be fooled by the rhetoric of true demagogues.

We have very nice working conditions here and it is that way because we evolved, over decades, in the face of and in spite of tyrannical bosses. Now is not the time to step back and put our well-being at the mercy of a bosses' good will. Now imagine for a moment that you are feeling that your rights were violated. You might want FMLA approved, or need light duty work for a bit, or maybe you were bypassed for overtime. Do you want your issue decided by voting within a small band of workers who are hanging with the plant manager catching a smoke?

Or do you want to be represented by a UNION? The UNION has always been here to look out for the good of

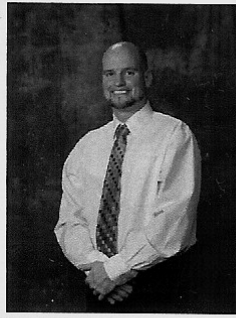



all members regardless of personality issues or who might be friends with whom, etc.
 Let us not trade the POWER of our combined voices for a cupcake offered with conditions!!! Boycott VOE surveys and do not allow any manager to cut you off from the group with false promises. 40 years of history has proven the benefits of belonging to the UNION.
UNITED WE STAND!!

UPDATE UPDATE UPDATE

In a remarkable development, the local Union learned something which clearly identified the “playbook” as to keep the “good apples away from the bad apples”, keep groups small, and....can you believe it? “DIVIDE AND CONQUER”. Those very words were used to describe their VOE Survey “playbook”. The communication was sent to our plant manager and our area bosses. They all know the game plan. Don’t be fooled. **DO NOT FILL OUT THEIR VOE DIVIDE AND CONQUER SURVEY!!!**

Your DIR, *Chuck Camp*






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Each Office Independently Owned and Operated



August 13, 2014

Christine Zaborowski, APWU Member

Dear Christine.

We wanted to take some time to sincerely thank you for the years you volunteered to be the APWU representative for what initially was for the Voluntary Protection Program (VPP). This safety and health endeavor was put in place in order to help make the plant safer for the employees we represent. The APWU agreed to participate in this program a decade ago after the Philadelphia BMC experienced a terrible tragedy when an employee was severely injured while working. Even after our VPP flag was taken away from the facility, both unions agreed to continue with the safety program of having a representative from both unions handle safety related activities on a daily basis.

Unfortunately the current plant manager decided to unilaterally put an end to the program without any real discussions amongst the parties. We have a major problem with this especially after it was decided to maintain this use of safety representation after VPP was no longer here.

In any event, we will be addressing the issue of how this was handled. The plant manager left us little choice but to have this detail end before the close on business on August 29, 2014. In closing, you should be proud of the work you performed during your many years as our representative in the field of Safety and Health.

In Solidarity,

Vince Tarducci, President

Joseph McGugan, Vice President

Recently, Staples has been offering special incentives to entice educators to shop at their stores.

But postal workers say:

Don't buy school supplies at Staples!

Staples and the U.S. Postal Service have cut a deal that jeopardizes thousands of living-wage jobs – as well as your mail service.

A no-bid deal between Staples and the Postal Service set up postal counters inside 82 of the office-supply stores in four test markets – staffed with untrained, low-wage Staples employees. Staples and the USPS plan to expand the program to Staples' 1,500 locations nationwide.

The Staples deal is bad for workers and consumers.

The sweetheart deal is replacing highly-trained, uniformed postal workers – who have taken an oath to safeguard the privacy and security of your mail and who earn a living wage – with Staples' retail employees, who earn about \$8.55 an hour.

Already there have been cutbacks in service hours at dozens of Post Offices around San Francisco, one of the test areas for the program.

Teachers and school workers understand.

Educators know all too well what privatization means to the public and to public employees: Less service, higher costs, lower wages, and the elimination of good, stable jobs. It's true for those who work in the classroom and it's true for postal workers.

If it is allowed to continue, the Staples deal will replace public post offices with private, for-profit companies whose decisions will be motivated solely by the bottom line. And it will replace good, stable jobs our communities need with low-pay, high-turnover, part-time positions that hurt our economy. That would be bad news for workers, consumers and the American people.

So when you shop for supplies – for your classroom or your home – don't shop at Staples.

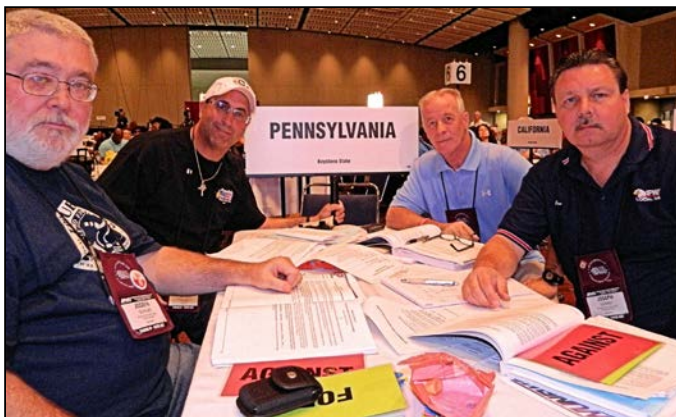
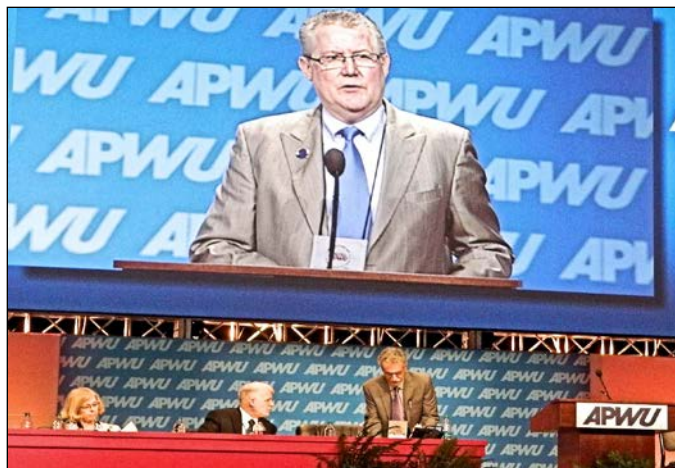
Most other office- and school-supply chains honor Staples coupons.

It's easy – don't buy supplies at Staples.

www.stopstaples.com



We have had a few Events since the last Parcel. Below are scenes from these Events.



APWU LOCAL #7048 STEWARD ROSTER

» **Step 2 Designees Denoted with Bold, Cap, Underline**

SPECIAL DESIGNATION: Step 2 Designee, All Crafts, All Facilities: **CHARLES "BOB" PITCHALONIS**

BMC TOUR 1

Clerk Craft – Regulars: **JOE LOCKREY**

Alternates: Kenyatte Temple **VINCE TARDUCCI**, **ROBERT KOVALIK**, Ron Dever, Joe Lukomski, Benson Stephens, Michelle Petrillo, Ron Leavesley, **BILL SCHWEIKER**

Maintenance Craft – Regulars: **ROBERT KOVALIK** Benson Stephens

Alternates: **JOE LOCKREY**, **JOE QUINLAN**, **VINCE TARDUCCI**,

Joe Lukomski, **RON LEAVESLEY**, Nicole Nicholson, Fred Standaert, Madonna Duffy

Motor Vehicle Craft – Regulars: Joe Lukomski,

Alternates: **JOE LOCKREY**, Robert Kovalik, Benson Stephens, Vince Tarducci, Ron Dever, Ron Leavesley, **JOE MCGUGAN**, **JOE QUINLAN**

BMC TOUR 2

Clerk Craft – Regulars: **CHUCK CAMP**, **JOE QUINLAN**, **BILL SCHWEIKER**

Alternates: **VINCE TARDUCCI**, **JOE MCGUGAN**, **WALT SHERMAN**, Pete Villa, Christine Tarducci, John Upchurch, Lauren Johnson,

Maintenance Craft – Regulars: **VINCE TARDUCCI**, **RON LEAVESLEY**

Alternates: **WALT SHERMAN**, **ROBERT KOVALIK**, **BILL SCHWEIKER**, **JOE QUINLAN** Chuck Camp, Benson Stephens

Motor Vehicle Craft – Regulars: **JOE MCGUGAN**

Alternates: **WALT SHERMAN**, **VINCE TARDUCCI**, **CHUCK CAMP**, **JOE QUINLAN** **PETE VILLA**, Bill Schweiker

BMC TOUR 3

Clerk Craft – Regulars: **JOE LOCKREY**, Ron Dever, Joe Lukomski

Alternates: **VINCE TARDUCCI**, **ROBERT KOVALIK**, **CHUCK CAMP**, **JOE QUINLAN**, **BILL SCHWEIKER**, **JOE MCGUGAN**, **WALT SHERMAN**, Pete Villa, Christine Tarducci, Lauren Johnson, Benson Stephens, Michelle Petrillo, Kenyatte Temple, Rich Krzemien

Maintenance Craft – Regulars: Benson Stephens

Alternates: **ROBERT KOVALIK**, **VINCE TARDUCCI**, **JOE QUINLAN**, **WALT SHERMAN**, **BILL SCHWEIKER**, Ron Dever, Joe Lukomski, **RON LEAVESLEY**

Motor Vehicle Craft – Regulars: Joe Lukomski

Alternates: Ron Dever, **VINCE TARDUCCI**, **JOE LOCKREY**, **JOE QUINLAN**, **JOE MCGUGAN**

LEVITTOWN POST OFFICE, ALL TOURS

Clerk Craft – Regulars:

Alternates: **ROBERT KOVALIK**, **VINCE TARDUCCI**, Pete Villa, **CHUCK CAMP**, **JOE MCGUGAN**, **JOE QUINLAN**, **BILL SCHWEIKER**

Maintenance Craft – Regulars: Ron Dion

Alternates: **ROBERT KOVALIK**, **VINCE TARDUCCI**, **JOE MCGUGAN**, **JOE QUINLAN**

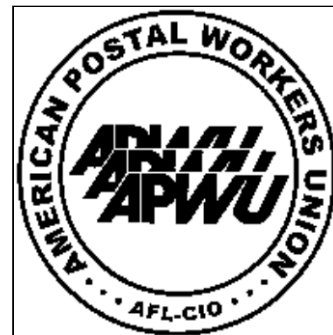
FAIRLESS HILLS POST OFFICE, ALL TOURS

All Crafts – Regulars:

Alternates: **BILL SCHWEIKER**, **JOE QUINLAN**, **VINCE TARDUCCI**, **CHUCK CAMP**

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NEXT GENERAL MEMBERSHIP MEETING:

TUESDAY, SEPTEMBER 23, 2014

4:00 PM

CANCEL YOUR LEAVE IN ADVANCE

If you have pre-approved annual leave in the book and know you no longer need it, please cancel it so that your fellow sister or brother union member who was disappointed can take their annual leave. On some occasion(s) employees who have 8 hours approved for a given day, show up to work their tour and the person who was disappointed for 8 hours is told if they want it they can leave. By this time the employee already traveled to work and it is too late for them to make arrangements. Suggestion is to ask for a steward when your annual leave is disapproved so a steward can check the leave book. Sometimes it is learned that an employee may have canceled their leave at the last minute.

Daily Updates From Your Union Local

To receive updates from your President almost daily, please return this page to the Union Office with your E-Mail address. Please make it legible!!! Please include your full name, and address so we can verify to whom we are e-mailing!! Or, just give us this page with your mailing label included!! Thank you.

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