

Philly **PARCEL**

Official Publication of the Philadelphia Bulk Mail Center Local 7048, American Postal Workers Union, AFL-CIO
Volume XXXV Number I January 2018

"One Workforce - One Struggle - One Union"

Happy New Year!

**2018 will bring a flurry of Union activity including:
National Contract Negotiations, State and National
Conventions, Local Memorandums Of Understanding, etc.**

We Need Your Ideas and Participation!

Valuable Information is also provided in your National Magazine!!!

You should read every issue!!!

**American Postal Worker's Union
Philadelphia Bulk Mail Center
Local # 7048**

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The Philly PARCEL
Is an official publication of the
Philadelphia Bulk Mail Center
Local #7048

American Postal Worker's 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

ARTICLE 12, BIDS, HOURS, AND OTHER WAYS THE EMPLOYER IS SCREWING OVER THE WORKING PEOPLE!

Recently, the local union received notice of management's intent to excess 10 clerks from the NDC. This was not a surprise, as we have been hearing for months that the USPS is on a nationwide rampage of trying to cut jobs and move employees around like game pieces. Much like the nationwide plan to reduce bid jobs in facilities without following the CBA and without any idea, nor any concern about the effect such actions have on people, the Postal Service will propose excessing from hundreds of facilities without anywhere for the people to go. This is being done at the NDC, even as we hear repeatedly about the large increase in parcel volume that the USPS has experienced. Similarly, the local proposals involving new start times and tour hours are completely illogical when anyone with a brain considers what time mail arrives and what time mail must be out of the facility for delivery.

This is a pattern exhibited by our employer dating back to Postmaster General Donahue, who attempted to dismantle the USPS that he was charged with overseeing, by lowering the service standards, slowing down the mail, and attempting to destroy the solid relationship that had developed between postal employees and the public over a couple hundred years. Longer lines at post offices, stressed out carriers and window clerks, and angry customers is their idea of how to run this business. So come to work each day, put on a happy face, and give these morons 110% effort, while they pile on additional work and reduce the staffing!!! Sounds like a solid plan to me.

UPDATE!! – Prior to actually meeting with the local union on this proposed excessing, management decided to cancel the event entirely for the clerk craft. As of now, there will be no excessing outside of the facility.

LEVITTOWN, FAIRLESS HILLS, BENSALEM

Fortunately, it seems that the USPS is more interested in the larger facilities at the moment, and therefore have not been so intent on reducing staffing in smaller offices. For the sake of our members in these offices, I hope the USPS keeps you out of their crosshairs. We had a meeting at McStew's for our small office members, including potential members from Bensalem, on October 19th. It was well-attended as always. While the local continues to be among the best organized locals, at about 98%, we are always even more proud to point out that we are 100% organized in the small offices that we represent. Congratulations for that goes out to the only ones who make this possible, and that is the members themselves.

We are still in the process of trying to merge with the Bensalem local because those members have approached us looking for representation. Hopefully, this gets resolved quickly, one way or the other, so that the APWU members in Bensalem can be properly represented by experienced stewards and officers. Eastern Montgomery Area Local has objected to the merger and is currently representing Bensalem as the process follows its course. Updates will be provided as we go through the red tape.

HOLIDAY SEASON AND 2018

We are through the holidays again. Time flies! First and foremost, I would like to salute all of our members who are veterans of the U.S. military! The sacrifices that you all have made cannot be overstated. The fact that our country seems to be in a constant state of war makes military service all the more challenging and admirable. I don't think that our veterans get the rewards nor the recognition that they truly deserve. At least the U.S. Postal Service has been a source of decent paying employment for veterans over the years, even if I do not feel that the USPS has properly treated these employees with respect on the job. Local #7048 offers a sincere THANK YOU to all who served.

I hope all of our members also enjoyed a safe, prosperous, and happy holiday season as we enter 2018. Here's hoping 2018 will be our best year yet and hopefully we can become 100% organized. If the reasons to belong are not clear to everyone by now, I suppose a few more months of postal abuse won't convince our non-members to join the fight, but it doesn't hurt to ask. Join the struggle today.

CONTRACT NEGOTIATIONS **(NATIONALLY AND LOCALLY)**

It's hard to believe that we are already back talking about contracts because the ink has barely dried on our CBA and LMOUs. The current CBA expires in September, which is right around the corner, and local negotiations will soon follow. Again, "TIME FLIES". I was very happy with the gains that we made for NDC members in the last round of LMOU negotiations.

Thanksgiving week added to the choice vacation period, enhanced seniority rights for FTR and PSE clerks, overtime call-at-home trial for maintenance, etc. We will continue to push forward in our quest for a fair and beneficial contract for all members of the APWU. If you have ideas for either national or local negotiations, now is the time to bring them forward. It's never the wrong time, because we are constantly taking notes and planning for the future, but negotiations are not far off, so today is a good time to give it some thought.

In closing, we are still....and always will be, looking for new members to step up and get involved in the running of this local union. Those of us who have been doing this for close to 3 decades are enjoying what we do, but are also ready to start thinking of retirement and what the future holds. Any member in good standing who wishes to get involved will be welcomed aboard. We will train new stewards, need



people to pass out local and national communications, need people to help with social and recreation, election, entertainment, and other committees, etc. Many

awesome leaders have come before us and paved the way for us to enjoy the benefits that we have today, but they moved on to bigger and better things and left it to others to carry the ball forward.

This is a never-ending process, so maybe YOU can be the next up! Consider it, and see any steward or officer to become involved in shaping your own future at the USPS. That's it for the article, but always feel free to see me on the workflow or in the office if you would like to discuss concerns, or even just to chat. Peace!

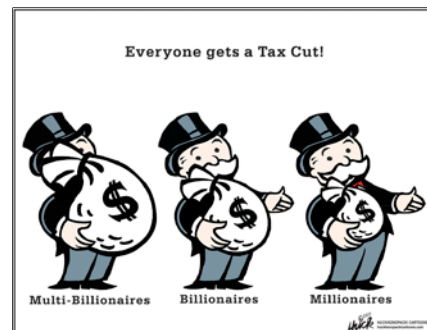
In Solidarity,
Chuck Camp



In the Forefront, Creshon Cardwell and Cornelia Hartman pick up their Thanksgiving prizes after getting their names drawn at the November GMM. Maint. Craft Dir. Ron Leavesley looks on in the background.



A scene from Our Informational Meeting for the Suburban Offices Members held in the months between Our regular General Membership Meetings. The location is chosen from in the vicinity of the Offices.



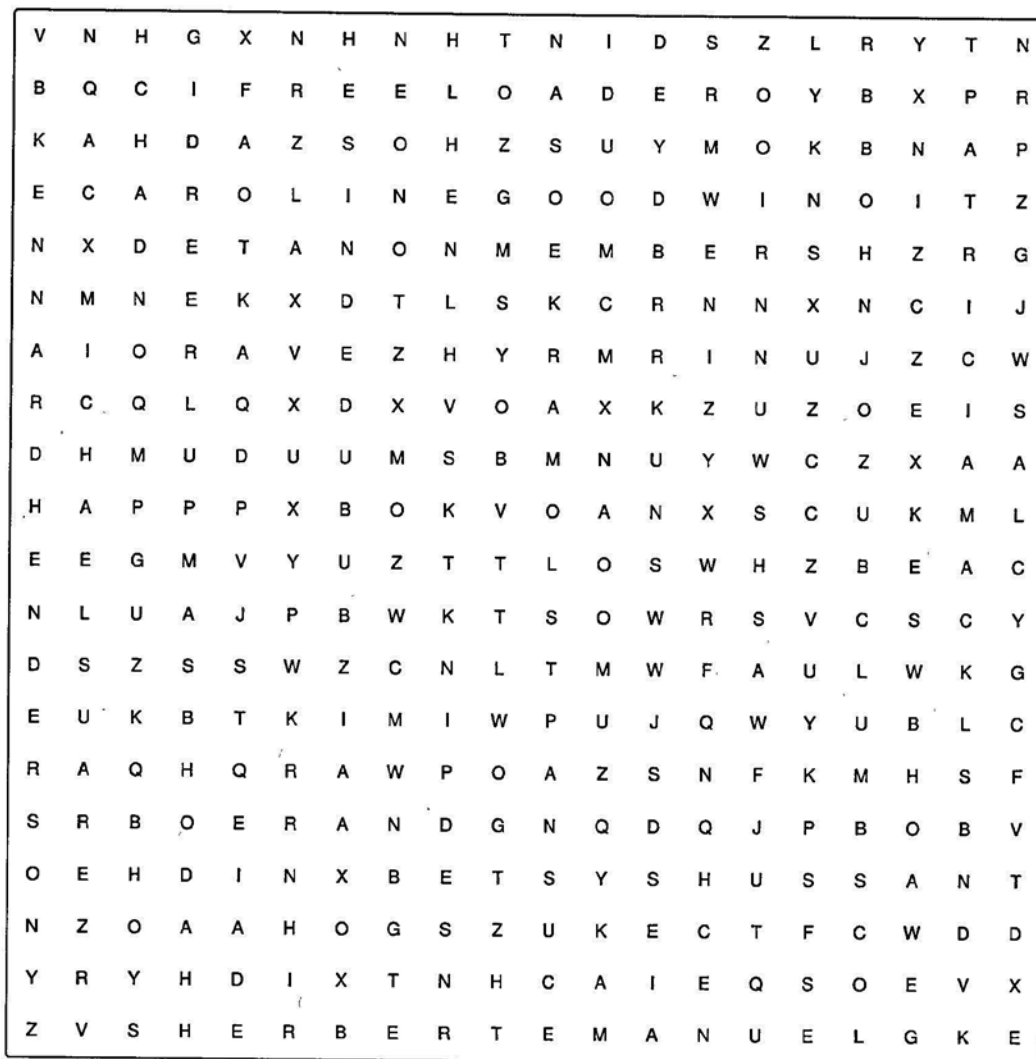
Find a SCAB for a chance to win a \$100 gift card!

Name: _____

Date: _____

Enter by: 3/1/18

Find/circle the names of the 9 current non-members of our local. Names can be found on the non-member list on NDC bulletin boards or at our local website (phillybmc7048.com). Give your completed form to any steward or officer. Find related bonus words for extra chances in the drawing. (up to 3 extra chances).



We Can Handle All of Your Legal Needs Including:

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Wills and Estates
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Contracts
Business Issues

Our team of 65 attorneys, led by Lionel Prince, has worked with your membership and its leaders for more than 20 years. We continue to offer a 25% discount from our standard fee for members of APWU and their families.

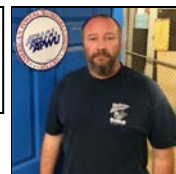
Please call Brendan Lamanna, with any legal problems or needs at 215 569 2800 or his cell 570 351 3177.

Brendan Lamanna will now be assisting long time counsel to BMC Local #7048, Lionel Prince. Brendan has been a practicing attorney with Zarwin Baum for many years. He counsels individuals, businesses and charitable organizations on a variety of matters. He also practices general civil litigation, including personal injury, medical malpractice and business litigation. If you have any questions - legal or otherwise - for Brendan, you can reach him at 570.351.3177, or send him an email at bglamanna@zarwin.com.

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MAINTENANCE REPORT



ELECTRONIC WORK HOUR ESTIMATOR PACKAGE (EWHEP) HAS RETURNED

The APWU and Management at the National Level have come to an agreement that eWHEP will now be used for the purpose of developing staffing for mechanization. Mechanization is made up of the Electronic Technician, Mail Processing Equipment Mechanic, and Maintenance Mechanic occupational groups. The information we have as far as calculation and implementation is as follows:

- Sites should begin to input their inventory into eWHEP Monday November 27
- Inventories should be complete by Jan 3
- Area should validate no later than Jan 15
- HQ to complete validation by Jan 25
- All 21 NDC should be approved by Jan 31

After the approval process is complete management can then begin the implementation process. The agreement also includes that the APWU is entitled to a copy of the current eWHEP as well as any updates to the staffing package and, as always, we have the right to request and review any information relevant to the investigation of possible contractual violations regarding the employee staffing. In addition, any grievances that are currently in the system regarding previous staffing issues will be processed through their completion. APWU 7048 will review and investigate all information regarding the staffing levels for our employees and will file the appropriate grievances if necessary.

LINE H FOR FISCAL YEAR 2017

As you are reading this, APWU Local 7048 is pursuing a grievance in regards to Line H completion percentages. Line H is the total number of annual work hours for our custodial workforce. As outlined in the MS-47 / TL-5, management must complete at least 90% of the work hours during each fiscal year. This year, as in 2015 and 2016, APWU 7048 has calculated that management has failed to complete the required 90%. In May of this year APWU and Management at the National Level signed an MOU and agreed to a series of questions and answers to be applied to, and also to clarify the intent of the MS-47 / TL-5. These Q & A's will be applied to resolving this year's grievance as well as past years' grievances. When management has failed to complete the required 90%, a payment at the overtime rate may be due. As we have found out in previous years, this payment does not come automatically. When management disputes the validity of the calculated

percentages, grievances must be filed. This is the route we have had to take in past years and it appears that we will be taking it again this year.

There is an Arbitration hearing scheduled here at our facility on January 18, 2018 that pertains to our facilities' Line H work hours for 2015. The case is being handled by our National Business Agent William Lasalle.

EYEWASH STATION UPDATE

Bill Mann and I accompanied the HAWS representative that completed the inspection of the newly installed eyewash stations when he was here on 10/24/17. HAWS is a company that provides companies with free inspections of their eyewash stations to determine if they are compliant with American National Standards Institute (ANSI) industry standards. At the completion of the inspection it was clear that there were still issues with some of the eyewash stations and once the report was received it was determined that all the eyewash stations are still non-compliant for various reasons.

This issue has been ongoing for quite some time and we will see this through to its completion, to ensure that all the eyewash stations meet industry standards. There is an open grievance pertaining to the eyewash stations and they are an agenda item for discussion at the next Joint Labor Management Safety & Health Committee meeting scheduled for January 17th.

MAINTENANCE OPEN SEASON

This year there will be an opportunity for maintenance employees to apply for inclusion on the Promotion Eligibility Registers (PER's). Article 38.5.B.7 provides maintenance employees an opportunity every 3 years to apply for promotions to any positions for which they are not qualified. Keep checking the bulletin boards for the official announcement to be posted. This should be done on or before March 1st and the application process is only open during the month of March. Employees that do not apply this year will have to wait another 3 years for this opportunity.

Happy New Year,

***Ron Leavesley,* MCD APWU Local 7048**

Postal Employee Relief Fund

What is PERF?

PERF is a group made up of representatives from postal employee and management organizations, which help active and retired postal employees whose homes are completely destroyed or left uninhabitable for an extended period of time because of a major natural disaster or fire.

What do we do?

PERF provides small non-repayable, tax-free grants to assist qualifying victims of natural disasters such as hurricanes, earthquakes, floods, tornadoes and all home fires.

How can you help?

PERF is funded by postal employees' charitable contributions, primarily, (but not exclusively), through the Combined Federal Campaign.

The timeframe to contribute through the CFC has expired, (October 2, 2017 – January 12, 2018).

BUT Direct donations are accepted.

Send check or money order to

PERF

P.O. Box 7630

Woodbridge, VA 22195-7630

OR contribute online by credit card at

www.postalrelief.com

PERF is a 501(C)(3) Charitable Organization. Your donation is tax deductible.

NOTICE TO ALL MEMBERS

All present and future retirees must keep the Local updated with your current full address in order for the Local to include you in grievance settlements. Failure to do so could exempt you from future payouts. It has been very difficult or impossible to track retirees recently for grievance settlements. Please provide current information to anyone from the local.

Thank You.

Unpopular Tax Bill Passes

12/22/2017 - On Wednesday Dec. 20, Congress voted to pass a tax bill designed to reward the super wealthy and major corporations with more money. Despite being an unpopular bill opposed by hard-working families across the country, it passed without any bipartisan support and awaits the president's signature to be signed into law.

With this bill:

Corporations get permanent tax relief. In a decade's time, the richest 1% will get 80% of the tax benefits while, in the long run, workers will be paying higher taxes.

It will immediately cut Medicare funding and repeal the Affordable Care Act's individual mandate, causing around 13 million people to lose their health insurance by 2027, while increasing premiums for everyone covered by the legislations.

It will eliminate your ability to deduct more than \$10,000 in state/local property or income taxes.

In addition, more than \$1.5 trillion will be added to the federal deficit over the next ten years, which is bad news for public-sector employees. Remember, earlier this year, President Trump and lawmakers attempted to reduce the federal deficit by massively cutting federal/postal employee pay and benefits as part of budget reform. We fought back and stopped these cuts because we were organized and made our voices heard – and with your help we can do so again!

After the holiday "is an ideal time to reach out to your elected officials with calls and visits to relay our steadfast position that federal and postal workers and retirees should not be used as a piggy bank for Congress as they look for ways to offset the debt," said President Mark Dimondstein.

When they return, APWU members will be ready. Together we will pressure them to oppose any budget that includes provisions such as:

Increasing employee pension contributions into FERS, amounting to a pay cut of thousands of dollars a year for each FERS postal employee.

Taking away the Social Security supplement for FERS employees who retire before they are eligible for Social Security benefits.

Eliminating Cost of Living Adjustments (COLA) on FERS retirement benefits and reducing COLAs for current civil service retirees.

"We know we can win when we make our voices heard," said Legislative & Political Director Judy Beard. "As we head into the new year, we must resolve to fight back all attempts to undermine the pay and benefits of working-class families, and we must increase ferocity as 2017."

If you haven't already signed up, be sure to join the Legislative & Political Department's email list to receive the most up-to-date actions you can do to promote legislation that supports working families.

REPRINTED FROM: APWU.ORG WEBSITE.

CLERK CRAFT REPORT *Bill Schweiker.*



ARTICLE 12 EXCESSING NOTIFICATION

On November 9, 2017, The USPS Eastern Area Manager of Labor Relations sent an excessing notification to APWU Eastern Region Coordinator Mike Gallagher advising him that management was implementing the withholding provisions of Article 12.5.B.2 of the National Agreement. Management claims that, due to the volume workload reduction that the USPS is experiencing, it is necessary that 10 full-time regular clerks be reassigned outside this facility. Management will also be reducing the number of PSE clerks in this facility down to zero. The projected date of these impacts is May 12, 2018.

This is the first step of this process. We anticipate local notification to the APWU will be coming soon in regards to sectional excessing. We will be meeting with management to ensure that the contract is followed in all aspects during this implementation, and we will update the membership when more information is available.

Management is using a computer program called the F-1 Scheduler to determine how many jobs are needed here at the NDC. This program was set up to correspond with EARNED work hours, not with all available hours that employees are working. Again, both parties agree to the Collective Bargaining Agreement and the contract states; "Every effort will be made to create desirable duty assignments from all available work hours for career employees to bid". Nowhere in the contract does it state all EARNED hours

CLERK CRAFT BID SCHEDULE FOR 2018 (TENTATIVE)

Open	Close	Final Award	Tentative Effective Date
1/19/18	1/30/18	2/8/18	2/17/18
3/2/18	3/13/18	3/22/18	3/31/18
4/13/18	4/24/18	5/3/18	5/11/18
6/8/18	6/19/18	6/28/18	7/07/18
7/20/18	7/31/18	8/9/18	8/17/18
8/31/18	9/12/18	9/21/18	9/30/18
10/12/18	10/23/18	11/1/18	11/10/18
11/30/18	12/11/18	12/20/18	12/29/18

PROTECT OUR WORK TO SECURE YOUR JOB

On a daily basis machinable parcels are being processed by other than clerk craft employees on the LCUS NMO Sorter and the LCUS Sack sorter. Grievances have been filed and settled in the past when this has been done. We have already won this issue in

ABITRATION but management has ignored the settlements and continues to violate that award. Processing machinable parcels is CLERK CRAFT WORK! Any member who witnesses machinable parcels being worked in any area by non-clerks is asked to write a statement so that we can continue to document these violations and file the appropriate grievances. As soon as you witness one of the violations, please contact an officer or steward of the APWU so we can protect OUR WORK.

Currently, violations are occurring on Tour Three, as our mail is being diverted to other, less efficient machines (LCUS NMO Sorter and LCUS Sack Sorter), and is worked by other crafts. This is wrong for our members, the USPS, and its customers. The secondary breaks these machinable parcels down in a five-digit sort before it leaves the building, the LCUS does not.

We have been assured in the past, by higher level management, that machinable parcels will be worked in the secondary. Now it is up to each of us to be vigilant in making sure that our work remains in our craft. Fight for your job security daily!!!

SETTING UP THE APBS

We have met with management and the mail handlers union on several occasions to try and iron out the jurisdictional dispute we have on the APBS machines, both unions believe they have the right to set up the machines, the APWU believes it's an integral part of the operation and both crafts can perform these duties. We also feel that breaking down the machine after finishing the mail is an integral part of the operation and that clerks are permitted to pull out cages, pick up mail, and prepare the area mail to be taken away during dispatch. This work is in dispute right now and both crafts can perform this work until a resolution is reached.

Another problem we are having is mail handlers telling clerks what to do and what not to do on the APBS machines. If this happens request a steward immediately and tell your supervisor the reason why you need a steward. We need to address this as it happens. Mail handlers should not be instructing clerks, they should go to the supervisor.

H.R. 756, Postal Service Reform Act of 2017

“H.R. 756 would change the laws that govern the operation of the Postal Service (USPS), restructure how the federal government pays for health benefits for federal employees and annuitants, and alter how the federal government calculates the contributions that agencies make for retirement benefits.”

From our national organization through our local union, we are following this Bill. I have reported on it at our meetings. I have detailed info available on the ramifications of enacting this legislation. Of course, it is moving at a snail's pace through the process and has a long road to go to get passed.

Following this Bill closely brings back old civics lessons on our government process. This Bill has to get scrutinized in 2 different committees before coming up for a vote on our House of Representatives Floor. So far it is getting “favorable” reviews having “passed” both Committees: Ways & Means; and Energy & Commerce.

Then it is off to the Senate where it can be changed again or voted on as is!!!

Hopefully the Bill stays intact or a lot of politicking will occur to “influence” our Representatives and Senators to keep the Bill as it is if it can not be improved!! At any rate, it is said “This legislation is crucial to ensuring a robust future for America's public Postal Service.”

Yours in Solidarity,

Ray Pavel, Political Director/Editor

Your Local Needs YOU to Check Your Website!!!

www.phillybmc7048.com

Get the facts, without the glitz!!! Easily navigate through the pages!!!

Jump to the national pages to get the in-depth info!

Keep up with future events and meetings!

A very capable George Dakun has agreed to continue running our site into his retirement!!!

Submit your e-mail to keep in daily touch with your local!!!

Your local's e-mail address: **phillybmc7048@aol.com**

APWU LOCAL #7048 STEWARD ROSTER

» Step 2 Designees Denoted with Bold, Cap, Underline

***** All Stewards listed are authorized as Alternates for all tours and crafts. ****

NDC CLERK CRAFT

Tour One – Regulars: Ron Dever

Alternates: **JOE LOCKREY**, **CHUCK CAMP**, **JOE LUKOMSKI**,
ROBERT KOVALIK, **BILL SCHWEIKER**, Michelle Petrillo, Rich Krzemien,
Ron Leavesley, Benson Stephens,

Tour Two – Regulars: **BILL SCHWEIKER**, **JOE LUKOMSKI**,

Alternates: **CHUCK CAMP**, Neil Dossick, Pete Villa, Christine Tarducci, John Upchurch,
Lauren Johnson, **JOE LOCKREY** Michele Petrillo

Tour Three – Regulars: Ron Dever, Jim Desher

Alternates: Creshon Cardwell, **JOE LUKOMSKI**, **ROBERT KOVALIK**,
BILL SCHWEIKER, **CHUCK CAMP**, Michelle Petrillo, Benson Stephens,
Christine Tarducci, Pete Villa, **JOE LOCKREY**, Jim McIntyre

NDC MAINTENANCE CRAFT

Tour One – Regulars: **ROBERT KOVALIK**, Benson Stephens

Alternates: Jim McIntyre, Ron Dever, Jim Desher, **RON LEAVESLEY**

Tour Two – Regulars: **RON LEAVESLEY**, **CHUCK CAMP**

Alternates: **ROBERT KOVALIK**, **BILL SCHWEIKER**, **JOE LOCKREY**,
Joe Lukomski, Benson Stephens

Tour Three – Regulars: **ROBERT KOVALIK**,

Alternates: Benson Stephens, Jim McIntyre, **RON LEAVESLEY**,
BILL SCHWEIKER, Ron Dever, Joe Lukomski, Jim Desher

NDC MOTOR VEHICLE SERVICE CRAFT

Tour One – Regulars: Benson Stephens

Alternates: **JOE LOCKREY**, **ROBERT KOVALIK**, Ron Dever, Jim Desher,
CHUCK CAMP, **RON LEAVESLEY**

Tour Two – Regulars: **JOE LOCKREY**

Alternates: **CHUCK CAMP**, **BILL SCHWEIKER**, Joe Lukomski, Pete Villa,
Neil Dossick

Tour Three – Regulars: Benson Stephens

Alternates: Ron Dever, **JOE LOCKREY**, **CHUCK CAMP**, Joe Lukomski, Jim Desher,
Creshon Cardwell, **ROBERT KOVALIK**

LEVITTOWN POST OFFICE, ALL TOURS

Clerk Craft – Regulars: **BILL SCHWEIKER**

Alternates: **RON DION**, **ROBERT KOVALIK**, Pete Villa, **CHUCK CAMP**,
Joe Lukomski, **JOE LOCKREY**

Maintenance Craft – Regulars: **RON DION**

Alternates: **ROBERT KOVALIK**

FAIRLESS HILLS POST OFFICE, ALL TOURS

All Crafts – Regulars: **BILL SCHWEIKER**

Alternates: **CHUCK CAMP**, **JOE LOCKREY**, **ROBERT KOVALIK**

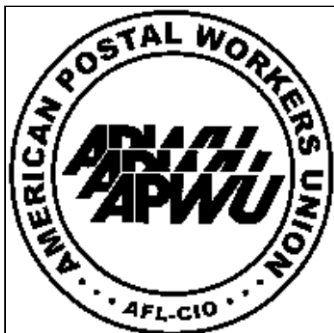


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NEXT GENERAL MEMBERSHIP MEETING:

Wednesday, January 24, 2018 at 4:30 PM

&

Tuesday, March 20, 2018 at 5:00 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 disapproved can take their annual leave. On some occasions employees who have 8 hours approved for a given day, show up to work their tour and the person who was disapproved 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.

Updates From Your Local Union

To receive updates from your President, 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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