

# ***PHILLY PARCEL***

Official Publication of the Philadelphia BMC Local 7048

Volume XXXX Issue III

December 2023

*“One Workforce - One Struggle - One Union”*



**The PHILLY PARCEL**

Is an official publication  
of Philadelphia Bulk  
Mail Center Local #7048  
American Postal Work-  
ers Union, AFL-CIO

*The opinions expressed are those of the authors and do  
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# **PRESIDENT'S VIEW**

*by James DeRidder*

## **Another Year Coming to End**

With 2023 finally coming to an end, and 2024 fast approaching, it's only natural to look back and reflect on the past, and look toward the future. A new local #7048 Executive Board was sworn in late June, and I'd like to think we haven't missed a beat. Our membership continues to grow as we have well over five hundred members and remain over 98% organized. While strength is in numbers, it is never time to become complacent, and I will still continue to urge all of our hardworking dues paying members to speak to those few *scabs* to please consider signing up so that we are better equipped to take the fight of the workers forward. However, I want to thank every member of this local for their support and paying their share and continuing to be apart of this great Union.

Back at the end of September into October, I was able to attend my first National President's Conference, as well as the All-Craft Conference in Las Vegas, Nevada, which was a great learning experience. Our national leadership truly does an outstanding job informing and educating local and state leadership.

## **Mail Processing Facility Reviews**

It's no secret now with Postmaster General DeJoy's Ten Year plan to "modernize" the Postal Service Network comes with serious daunting implications. The Postal Service cannot simply implement their desired changes over night, instead they're bound by contractual guidelines that must be followed. One of the things the Postal Service must do prior to reassigning employees to another facility is conduct an AMP study, or now referred to as a Mail Processing Facility Review (MPFR). In my opinion these MPFRs are just rubber-stamped BS that the higher-ups in the USPS complete and then release to the public with the hopes no one shows up to the required public meetings that are supposed to be held for public input – which anyone with their eyes open knows the USPS doesn't care about the public's opinion in today's times.

I was able to attend a public meeting for the Lehigh Valley Area Local on November 30<sup>th</sup>, 2023, which was covered by the local television and newspaper. Local LVAL President Andy Kubat and Clerk Craft Director Chad Beer did a great job exposing the flaws in the Service's modernization plan to cut costs, by creating their own handouts, using social media on their own, and getting the word out to their members. In my opinion, the Postal Service's modernization plan only seems to increase further mail delays by redirecting local mail to another processing facility further away, which probably isn't equipped to handle the increased volume, and send it back to the facility it was originally to be processed at prior to being redirected. ELM Section 661.2 clearly provides that under Federal Law, 18 U.S.C. 1703, Postal employees are prohibited against the delaying or the destroying of mail or newspapers. I think it's time for all postal

(continued on page 4)

## **PRESIDENT'S VIEW** (continued from page 3)

employees, and customers to realize that PMG DeJoy's Ten Year Plan is not beneficial to its employees, who may be relocated, let alone the public, who will face increased costs and delayed mail at the detriment of small business owners. I believe if locals are to be successful in combating this, we need to take a page out of LVAL's book. We need to stand in solidarity with our fellow local unions to combat this shameful attack on the people's Postal Service.

As of right now, other than a small increase in mail volume coming from Trenton to the Philadelphia NDC, it is too soon to tell what effects, if any, the modernization plan will have on our members, but rest assure that Local #7048 will explore all avenues and take all necessary action to ensure our members' contractual rights are not violated in the process.

With that being said, I want to wish everyone a safe and Happy Holiday season and a Happy New Year!

**President Joe Biden** traveled to Philadelphia on December 11 to meet with fire fighters at Ladder 1, one of three companies reopening thanks to a \$22.4 million federal SAFER award. The companies were shuttered in 2009 by then-Mayor Michael Nutter due to budget constraints. It is President Biden's 19th trip to



Philadelphia since being elected, far more than anywhere else, with the exception of Delaware.

The SAFER grant will fund the salaries and benefits of 72 fire fighters/EMTs at Engine 6, Ladder 1, and Ladder 11 for three years.

"The most important thing we bring to a fire or emergency isn't ladders or water," said **IAFF Local 22** General President Edward Kelly, who opened the event. "It's professional, well-trained fire fighters and emergency medical workers. Properly staffing and equipping fire departments keeps our communities safe and saves the lives of civilians and fire fighters alike. Nobody knows this better than Joe Biden."

President Joe Biden with Philadelphia Mayor James Kenney, Pennsylvania Governor Josh Shapiro, and IAFF Local 22 President Ed Kelly on December 11.

## **SAY THE MAGIC WORDS to MANAGEMENT**

Hocus Pocus? Abracadabra? Presto Chango? No, no, and no. How about ***"I'd like to speak to a steward"***. Saying these words when you have a concern over a possible contract violation or disciplinary issue magically creates a contractual and legal obligation on your supervisor to make a steward available to you (and you available to the steward).

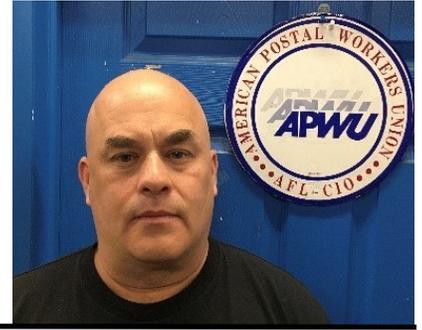


So, the next time you need to speak to a steward, don't head to the stewards' office. Don't stop your steward on the workfloor or interrupt their (or your) break or lunch period. Don't call or text or email your concern. Simply say the magic words. It will work! Not as much fun as pulling a rabbit out of a hat, but much more effective at resolving your issue!



# CLERK CRAFT REPORT

by Jimmy Desher



## **BIDS**

The latest round of bids opened on 11/8/23 and closed on 11/17/23, with an effective date of 12/2/23. There were 16 positions posted and 12 that were successfully awarded with 4 residuals. The previous round of bids opened on 10/2/23 and closed on 10/11/23. There were 14 positions with 13 successfully awarded and 1 residual. The residual went up on the 21-day special Clerk Craft posting eReassign for facilities that are having impacts (excessing) within a 100mile radius. The next round of bids will open on 1/2/24 and close on 1/11/24.

## **PSE CLERKS**

As of right now, we have 61 PSE clerks at the Phila NDC working on all 3 tours, since the PSA (annex) came to an end with Covid Test Kits back in October, where they were previously assigned. It looks like mail is starting to pick up a little at NDC, so hopefully PSE clerks will start to get more hours. I know since they came back to NDC they haven't been working as many hours due to the mail volume. Just an FYI to ALL PSE Clerks, I know it's a hard right now with the hours, days off or maybe the tour you are working, but this is the process that PSE Clerks have to go through in order to make career status. As per the Collective Bargaining Agreement, Clerks with relative standings on the rolls for 2 years will be converted to career status as a Full-Time Flexible.

## **PSA FACILITY**

As of 11/24/23, the PSA has opened for peak season and is only operating with 6am and 6pm start times. Right now we have only 2 PSE Clerks that are working on the Spider machine over there. The machine has a *Scan Where You Band* station during the second shift at 6pm. The union will be monitoring the work at the PSA that's being done during the hours of operation to make sure parcels are being culled out and not being worked by different crafts. **PARCELS ARE CLERK CRAFT WORK!!!!**

## **CLERK CRAFT ISSUES**

Discipline cases and seniority violations have been on the rise at the Philly NDC and these issues need to be addressed. Remember, if you feel aggrieved make sure you ask your supervisor for a shop steward. I have addressed this issue in every Philly Parcel. Also, when you are brought in the office for discipline make sure you ask for a steward to be present if one is not already there, and if you have discipline mailed to your address of record, make sure you notify the union as soon as you receive it so we can start the grievance procedure. Remember, we only have 14 days to file a grievance from the date the incident or violation occurred.

Lastly, I would like to say to all of our members that it's a privilege to represent you, and I will keep doing my best to serve you. I would like to thank all the stewards on all tours for their hard work and dedication to this great Local 7048. I would like to wish everyone a Merry Christmas and a Happy New Year.

**REMEMBER UNION STRONG ALL DAY LONG!!!!!!**





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Clerk Craft NBA

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Clerk Craft NBA

## APWU BMC 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: **JIM DESHER**, Ronald Johnson

Alternates: **MELANIE SCHULTZ, RICHARD EUGENE**, Tiffany Belser, Keonah Palmer, Gordon Weaver, Zayana Rios, Rafiq Pouncy-Jones, Raul Ortiz, Curtis King, **BILL SCHWEIKER**, Ron Leavesley, **JAMES DERIDDER**

**Tour Two** – Regulars: **BILL SCHWEIKER, JIM DESHER**

Alternates: **JAMES DERIDDER, TEAIRRA JONES-WRIGHT, MELANIE SCHULTZ**, Maggie Booth, Raul Ortiz, Rebecca Smith, **NEIL DOSSICK**, Christine Tarducci, Lisa Ray

**Tour Three** – Regulars: **RICHARD EUGENE**, Tiffany Belser

Alternates: **JIM DESHER, JAMES DERIDDER, MELANIE SCHULTZ**, Ronald Johnson, Raul Ortiz, Keonah Palmer, Gordon Weaver, Zayana Rios, Cherice Hughes, Rafiq Pouncy-Jones, Curtis King, **BILL SCHWEIKER**, Christine Tarducci

### NDC MAINTENANCE CRAFT

**Tour One** – Regulars: Ronald Johnson

Alternates: Steve Austin Richard Eugene, Tiffany Belser, John Gushue, Jim McIntyre, Dave Smith, Shawnesse Taylor, **MAGGIE BOOTH, RON LEAVESLEY, JIM DESHER, JAMES DERIDDER**

**Tour Two** – Regulars: **RON LEAVESLEY, MAGGIE BOOTH**

Alternates: Dave Smith, **BILL SCHWEIKER**, Steve Fluharty, Shawnesse Taylor, **JIM DESHER**, Teairra Jones-Wright, Melanie Schultz, Rebecca Smith, Neil Dossick

**Tour Three** – Regulars: Dave Smith

Alternates: Jim McIntyre, John Gushue, Melanie Schultz, Rebecca Smith, Richard Eugene, Shawnesse Taylor, **MAGGIE BOOTH, RON LEAVESLEY, BILL SCHWEIKER, JIM DESHER, JAMES DERIDDER**

### NDC MOTOR VEHICLE SERVICE CRAFT

**Tour One** – Regulars: Ronald Johnson

Alternates: Keonah Palmer, **JAMES DERIDDER, RICHARD EUGENE, JIM DESHER, RON LEAVESLEY**, Eric Bidmead, George Feeney

**Tour Two** – Regulars: **JAMES DERIDDER**

Alternates: Dave Smith, **MELANIE SCHULTZ, BILL SCHWEIKER**, Neil Dossick, Raul Ortiz, Rafiq Pouncy-Jones

**Tour Three** – Regulars: Keonah Palmer

Alternates: Ronald Johnson, **JAMES DERIDDER, RICHARD EUGENE, JIM DESHER**, Rafiq Pouncy-Jones, Eric Bidmead, George Feeney

### LEVITTOWN POST OFFICE, ALL TOURS

**Clerk Craft** – Regulars: **JIM DESHER**

Alternates: Janaya Holland, **BILL SCHWEIKER, JAMES DERIDDER**

**Maintenance Craft** – Regulars: **RON LEAVESLEY**

Alternates: **JAMES DERIDDER**

### FAIRLESS HILLS POST OFFICE, ALL TOURS

**All Crafts** – Regulars: **JIM DESHER**

Alternates: **BILL SCHWEIKER, JAMES DERIDDER**

# Motor Vehicle Service Craft Report

by **James DeRidder, President**



## Package Support Annex and Peak Season

It seems as if I write the same article every year in our December edition of the *Philly Parcel*, but I find it necessary just to keep everyone updated on our yearly Peak Season issues. First, I'd like to start off by stating the obvious and that is the Union is filing weekly grievances pertaining to Management subcontracting out the trips made between the Annex and the NDC. This work belongs to our TTOs. There is no valid or logical reason why our drivers cannot perform this work being that the PSA is only a few blocks away. If you witness a contract driver make any of these trips or perform any of your work for that matter, please let either myself or another shop steward know about this. We want any and all statements from our drivers who witness this and we will continue to take necessary action.

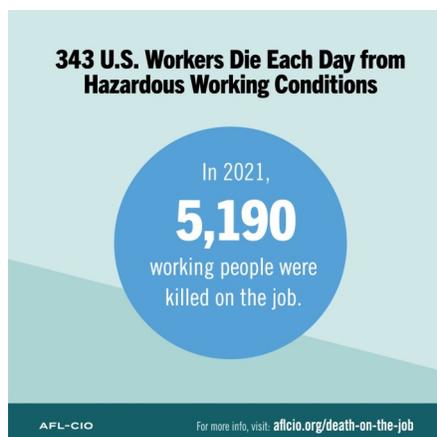
For the second year in a row, two VOA details for the Annex covering the Peak Season were posted and filled in accordance with Article 39 and our locally negotiated detail policy. Pre-Arbitration settlements made last year provide very important clear language that VOA work at the PSA and/or any other Christmas Annex will be performed by craft employees, and management is required to post any and all VOA detail positions.

Despite this, once again, three employees were recently detailed to the PSA as Network Specialists, an EAS

position, and once again, just like previous years, they are performing VOA work on a daily basis. This too is being grieved. As of right now, these details are supposed to only last through the end of December, however only time will tell. It's the Union's position that ALL VOA work must be performed by VOAs. Management's failure to assign all VOA duties being performed by Network Specialists to the VOAs not only violates Article 1.6 but is also a direct violation of these recent Pre-Arbitration Settlements, and this too will be addressed through the grievance procedure

## Yard Safety

Being in the thick of the 2023 Holiday Season now, there are many new contractors and drop shipment drivers that are entering the yard and not aware of the SOP on yard operations here at the NDC potentially causing an unsafe work environment. I urge all TTOs who witness any unsafe driving practices by these contractors or drop shipment drivers to fill out A PS Form 1767 and give it to your supervisor. Your supervisor is responsible for investigating the hazard and initiating immediate corrective action, as well as completing their portion of the 1767 and returning to you a signed copy as receipt. Your supervisor is also responsible for notifying you on the status of the reported hazard until it is resolved. If none of these things happen, please ask for a shop steward so we can file the appropriate grievances.



# MAINTENANCE CRAFT REPORT

by *MAGGIE BOOTH*, Craft Director



As the Holidays approach, this is a time where we are all stressed, try and remember it's the season to be Thankful!!! I am truly thankful and blessed to be a part of this union and would like to thank my union sisters and brothers and all the members who support our APWU 7048.

## **The NDC designation as a "Parent Plant"**

Thanks to the diligence of steward Fluharty, we became aware that the NDC has received the designation as "Parent Plant" with 2 additional facilities, West Chester and Princeton NJ. Management wasn't very forthcoming with this information (as usual) through persistence we did eventually have a meeting with Maintenance Manager Seiberlich. In this meeting he stated the NDC will be credited with the machines on our staffing package as well as hours for travel to and from both sites.

It doesn't make sense to refuse work for our Maintenance employees, especially now with the Postal restructuring taking place. More work leads to more jobs and promotions.

## **Dignity and Respect**

All employees have a right to work in an environment that is free from physical violence, the threat of physical violence, the threat of job loss or suspension, and the fear of intimidation, harassment or any other type of improper behavior that is directed at an employee that makes their work environment feel unsafe or hostile.

All employees regardless of their position in the Postal Service must be treated equally, and all can be charged with violating the Code of Conduct, Standard of Conduct, Joint Statement on Violence and Behavior in the Workplace.

## **New PIVR issues**

Intelligent Vision Robot (PIVR) this new upgrade is up and running with 4 Robots, two on each of the PSM's, we are already seeing the impact these Robots are having on our mechanics with the hundreds of calls with jams, feeder problems that will need to be addressed. This union will be monitoring the additional calls.

The new installation of the steep steps at both PSM 3 and PSM 4 have also been an issue. They are very slippery, please be safe. If anyone feels these steps are unsafe you need to fill out the safety form (1767), so we have a paper trail to document your safety concerns, simply informing your supervisor doesn't work.

## **Line H NDC/PSA**

We are currently investigating Line H hours for both the Philadelphia NDC as well as the Philadelphia PSA. I have been diligently reviewing the thousands of documents requested to determine whether or not management has met the required 90% of the Line H hours listed on PS Form 4852.

As usual management claims that they have completed the required 90% for the Philadelphia NDC. We have initiated a grievance contesting their claims based on our very rudimentary calculations thus far. As we continue to review the documents, we will be able to zero in on just exactly how many hours were completed.

The PSA is considered a separate facility and is not combined with the Line

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## **MAINTENANCE CRAFT REPORT** (continued from page 9)

H requirements of the NDC. Management is required to meet the 90% of the Line H hours for the PSA also. Management has failed to staff the facility separately and has utilized Philadelphia NDC custodians on details to complete the work being done at the PSA.

Management cannot receive credit for Line H hours worked at the PSA utilizing NDC custodians and receive credit for Line H hours at the NDC at the same time.

We will be addressing each facility separately and have also initiated a grievance for the PSA Line H hour requirements.

### **Staffing**

The Local Union continues to address Staffing issues. Right now, we have several grievances in the system for this years staffing discrepancies. We have grievances for the custodial staffing packages for the NDC and the PSA. We have grievances on the MS-1 (Building equipment mechanic) again for the NDC and the PSA. We currently have grievances for the NDC EWHEP (MM, MPE, ET's) staffing package.

### **Daily Worksheets**

The daily worksheet that every employee receives, hopefully completes, and turns in at the completion of their workday, although mundane, is a very important document. This worksheet is the maintenance employee's verification as to the work they performed on any individual day. Employees should be aware, these worksheets are used by management to track work hours performed on routes, equipment PM's, operational maintenance, preventative maintenance, custodial work and all other work performed during the course of a workday. This document is vital to the APWU in that we can use these documents to track and calculate the hours performed by employees and compare them with management's record keeping. We lose countless staffing hours due to improper coding of actual work performed, as well as not recording work performed. We also use these documents when determining Line H hours.

If you are assigned something that is not already printed on your daily assignment sheet, then write that work on the daily assignment sheet. Do not use catch-all descriptions such as "area assurance" or "operational maintenance". If you are instructed to not complete work that is on your assignment sheet or were unable to complete work listed DO NOT sign off that the work was completed.

These documents are only helpful to us if they have been completed honestly and accurately. Please ensure that when you turn in your daily assignment sheet it accurately reflects the work that you performed for that workday and nothing more.

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**MAINTENANCE CRAFT REPORT** (continued from page 10)

**Overtime Bypass**

Recently management has been bypassing Custodians for 4 hour after tour on drop days claiming they have the right citing **Article 8**: *However, the Employer is not required to utilize employees on the Overtime Desired List at the penalty overtime rate if qualified employees on the Overtime Desired List who are not yet entitled to penalty overtime are available for the overtime assignment.* Management misinterprets this provision. In reality, once management determines that the need for overtime requires the use of the four hour after tour list, they no longer have the ability to pass over any employees due to the fact that any 4 hour overtime opportunity will be entitled to some amount of penalty overtime. Once again management is blatantly disregarding the rights of the members as well as the language pertaining to overtime opportunities. There is nothing in the CBA that reads where management may diminish their penalty overtime.

**Package Support Annex**

The PSA is again open for the holidays; we currently have 3 Custodians detailed there until January 3, 2024.

**Maintenance Stewards**

I would like to thank all of the Maintenance stewards for the hard work you do every day to represent the members of the Maintenance Craft, whether a full-time steward or an alternate, you are invaluable and appreciated. Merry Christmas and Happy New Year!!!!

Maggie Booth

Maintenance Craft Director

APWU 7048

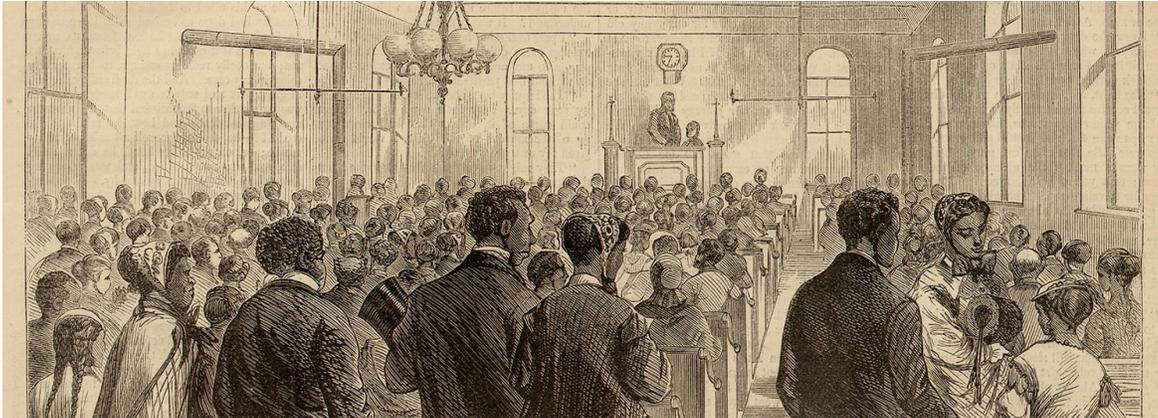


# LABOR HISTORY

## National Colored Convention - December 6 1869

by Ron Leavesley

That was the day black workers met in Washington D.C. to found the Colored National Labor Union. 214 black trades' people hoped to work towards equal representation in the workforce. They also demanded antidiscrimination legislation, federally funded education and fulfillment of the promise of forty acres and a mule for Southern farmers.



## Flint sit-down strike - December 30, 1936

Autoworkers at the General Motors Fisher Body No. 1 plant in Flint, Michigan, occupy the factory and begin a sit-down strike that lasts 44 days. The strike ended in a victory for the workers on February 11, 1937, when GM signed a contract with the United Auto Workers, recognizing the union as the sole bargaining agent for the workers in all of its plants.



(continued on page 13)

# LABOR HISTORY (continued from page 12)

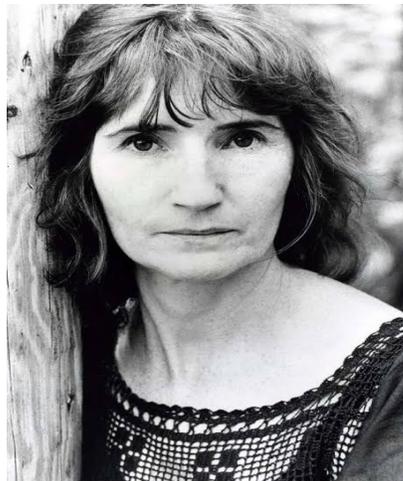
## **FDR seizes control of Montgomery Ward - April 26, 1944**

After management at Montgomery Ward repeatedly refuses to comply with an order by the National War Labor Board (created to avert strikes in critical war-support industries) to recognize the workers' union and abide by the collective bargaining agreement that the board worked out, President Franklin Roosevelt orders the Army National Guard to seize the company's property in Chicago and remove its chairman, Sewell Avery.



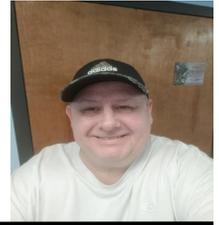
## **Hazel Jane Dickens (June 1, 1925 – April 22, 2011)**

Hazel was an American bluegrass singer, songwriter, double bassist and guitarist. Her music was characterized not only by her high, lonesome singing style, but also by her provocative pro-union, feminist songs. Cultural blogger John Pietaro noted that "Dickens didn't just sing the anthems of labor, she lived them and her place on many a picket line, staring down gunfire and goon squads, embedded her into the cause." *The New York Times* extolled her as "a clarion-voiced advocate for coal miners and working people and a pioneer among women in bluegrass music."



# CONFERENCE DELEGATE REPORT

by *Chuck Camp*



Season's Greetings to all members of APWU Local 7048. I wanted to write an article for this newsletter to report on my participation at the October President's Conference, the All-Craft Conference, and to update friends and fellow members on the early portions of my retirement.

Regarding the President's Conference and All-Craft Conference, they were held together in Las Vegas in early October. Our Local President James DeRidder asked me to attend for a number of reasons. Firstly, this was to be his first President's Conference and he wanted to have me attend with him to explain the ins and outs of this conference. Vince Tarducci did the same for me when we were transitioning in 2016. Secondly, since some of the other officers and directors could not attend, James asked if I could help out by attending some classes and bringing back the information so that we had all crafts covered. I was glad to help out even though I am not a big fan of travelling on long flights. I attended these events along with DeRidder, Maggie Booth, Richard Eugene, and Melanie Schultz. Local 7048 was well represented.

There was a ton of useful information provided during these conferences and I'm sure that much of it will be shared by the other attendees. Some of what stood out to me was the clear indication that attacks on our members' rights is ever evolving. I was shocked to learn that the OIG had begun using a tactic across the country of writing tickets/citations and issuing fines to our members for "improper conduct in a postal facility". This was a tactic used when employees had disputes on the work floor with fellow employees or managers or even customers. Rather than go through the procedures outlined in our collective bargaining agreement, postal police were writing tickets and employees were basically forced to appear in court to challenge the citation or pay the fine and admit guilt. Fortunately, the national APWU was suc-

cessful in getting this practice stopped, but many members were not fortunate enough to have this resolved before they paid the fines and had the citation placed on their employment records. I don't think this affected anyone from our local but it definitely involved many APWU members in the country. This is just another reminder that you never know when you will need your union to step up to fight the latest unexpected attack.

Reports were also given by many national officers, letting us know what is going on at their level. President Dimondstein reported on upcoming contract negotiations. Our current CBA expires in September of next year. Dimondstein reported that APWU bargaining unit employees have gained \$4971 in their base pay as a result of COLA raises in the current contract. That is a huge amount of money that most workers in the US do not receive but we do, thanks to the COLA provisions negotiated for us by the APWU. Many of us take these raises for granted but they must be fought for in every negotiated CBA.

Many other issues were discussed during the conference including the never-ending battle to protect our work, Article 12 protections against layoff, the state of politics in the US, etc. Our local was well-represented and our future looks bright with the infusion of young members stepping up as of late. We wore stickers and buttons throughout the training in support of the Culinary Workers Union as they were in a battle for a new contract and looking at a possible strike. In a very uplifting part of the experience, delegates listened to members from Hawaii talk about the support that they have received in the wake of the Lahaina fires. A collection was taken among the delegates raised an impressive \$13,600. The APWU EB agreed to match this donation, bringing the total raised to \$27,200, which will go directly to aid APWU members affected by the fires. The delegates from Hawaii were quite moved by the gesture.

(continued on page 15)

# CONFERENCE DELEGATE REPORT (continued from page 14)

As this will be my last All-Craft and President's conference, I want to thank James DeRidder and the members of the local for authorizing me to attend. It was a wonderful opportunity to participate one last time and work for this fine local as a delegate. Catching up with our fellow union representatives from the area was also very enjoyable. A special thanks to the delegates from Lehigh Valley Area Local, who were diligent in getting to the meeting rooms first every morning to set up seats for everyone from Pennsylvania. The relationships that we have with all of the other locals in this area are special and continue with the traditions and camaraderie that started with those who represented the members before us. AJ Jones, Vince Tarducci, Mike Gallagher, Bernie Ogazalek, Leroy Moyer, Fran Friel, John Jackson, the late Paul Cirino, the late Teddy Reichert, and many, many more passed on a tradition of working together that is carried on today by the likes of James DeRidder, Andy Kubat, Kim Miller, Chuck Pugar, Charlie Kukulski, Donna Welsh, Mike Stephenson, Kevin Gallagher, Colleen Simon, and others. It's fun, rewarding, and effective representation. A final note on this topic is to offer my congratulations to Nick Caselli of Philadelphia Area Local for his retirement and many years of top-notch

representation for the members of APWU Local 89. I also want to wish good luck to the newly-elected President of that local, Olivia Silva. Congratulations and best of luck! If I missed anyone in the above list of names, it's strictly accidental and probably why you shouldn't name people specifically.

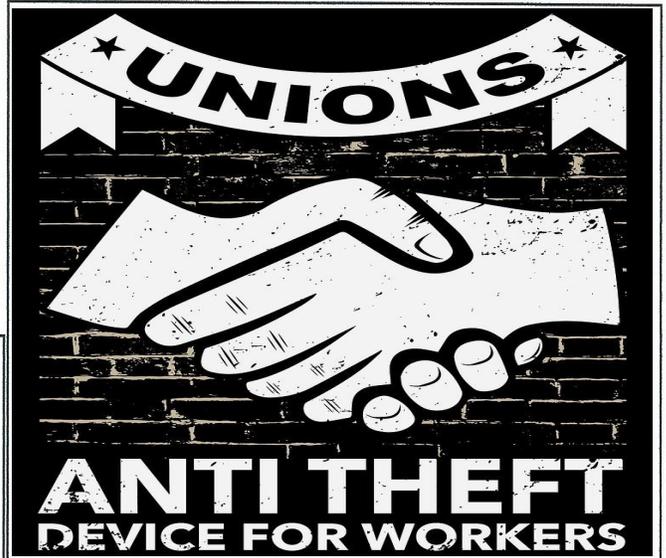
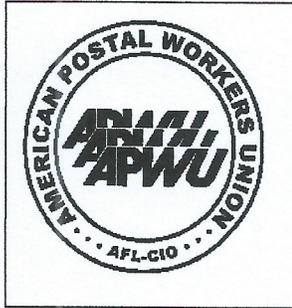
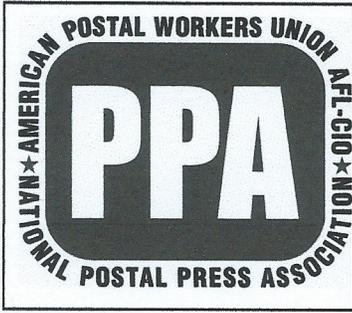
As for retirement, I highly recommend it to those who have the time and are able to go. More family time, rest and relaxation (especially mentally), time to play golf, vacation, and working on an endless list of things that need to be done at home, are just some of the things that I now do instead of dragging myself into the NDC every morning. I certainly miss the friends that I interacted with often at the building, but I wouldn't change my mind if given the chance to stay. I hope to continue seeing many of you at membership meetings and get-together opportunities. Thirty-seven years at the USPS brought many great memories that I will always cherish. Enjoy the holiday season and please continue to support your local union. You don't want to imagine what the working conditions would be without the APWU.

In solidarity,  
Chuck Camp

The month-long strike against Atlantic City Electric ended with an agreement between the company and **International Brotherhood of Electrical Workers Local 210** on December 3. Local 210 won pay and benefit increases, in addition to an additional holiday on Veterans' Day.

Atlantic City Electric is owned by Exelon (the same company owns Philadelphia Electric and other utilities), and IBEW Local 210 members serve their 540,000 customers throughout South Jersey.





**NEXT GENERAL MEMBERSHIP MEETING:**

**Jan. 25, 2024—3PM**

**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 occasions, employees who have had 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.

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**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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