

The Philadelphia POSTAL WORKER

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4th Quarter 2020

A Union Stands Together as One



Nick Casselli,
President

Unions stand for good living wage jobs and solidarity of all working people, respect for each other and a commitment to justice, fairness and equality in the workplace and in our neighborhoods.

Postal workers live and work in every community across the nation. The people of the country are standing with us in defense of the public Postal Service and our good union jobs, and we must also stand with our communities' demands for justice. The APWU has always encouraged its members to participate in any rallies against racial discrimination, and for transparency in policing.

Believing in human decency and compassion for everyone, with unity and solidarity of all people and the continuing struggle for freedom and civil rights, our union has always encouraged our members to speak out, protest, and demand liberty and justice for all.

Let's fight for a new day; whether a person is jogging, doing their job, driving, attending union meetings, being arrested or going to and

from work - all human beings, regardless of our race or color of our skin, must always have the right to be treated with respect and dignity and to life itself.

Our Union beliefs have always been constant. We believe all members have the right to economic, political, and social justice. We believe every member has the right to be respected as a human being and as a brother and sister of our Union. We believe every member has the right to freedom of speech, the right to be heard, and the freedom to listen. We believe every member has the right to be secure in his or her basic rights without fear of political, economic, physical or psychological intimidation. We believe every member has the right to support

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Just Biden Our Time



Nancy Rolling,
Vice President

The American Postal Workers Union's National Executive Board has voted to endorse the Biden/Harris ticket in the upcoming presidential election, to be held on Tuesday, November 3rd, 2020. In

their decision the Board recognized his record of advancing the cause of the unions, his support for the public Postal Service, postal workers, and his opposition to the privatization of the Postal Service.

Joe Biden recognized the stakes of this moment in a recent letter to the National Executive Board when he stated, "This crisis makes clear the USPS doesn't just perform the integral task of offering mailing and shipping services in accordance with its universal service obligation, it is also often the social and economic lifeline to rural and lower income communities across the nation. Our support for the postal service must match the commitment that its workers bring to serving our communities. I will continue to protect the Postal Service from all attempts at privatization."

As our country has confronted the pandemic, postal workers have heroically highlighted once again the importance of an affordable, universal and public Postal Service. Even as we en-

sured essential medicines, supplies and mail reaching every doorstep in America, serving the people at a time of incredible need, the Postal Service faces the prospect of closure. Without an immediate infusion of financial aid from Congress and the White House, the Postal Service will likely run out of money by the fall due to COVID related revenue losses.

President Trump's policies have made it quite clear that he is a serious threat to our decent postal jobs, our unions and to the right of the people to a public Postal Service. Joe Biden has committed to support the Postal Service and its dedicated postal workers.

Our union will continue to help build the movement to defend the public Postal Service and win a more just society. Trump policies are hostile to unions, workers' rights, oppose living wages and a healthy environment, undermine veteran benefits and threaten the vital

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Send all communication to the Editor at the above address or via e-mail to Editor@phillyapwu.com.

Articles must be submitted by the second Thursday of the month. They must be typed. Letters must be signed. Name withheld upon request.

Visit our web site at
<https://phillyapwu.org>

A Union Stands Together

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the candidate of his/her choice. We believe that all men and women are created equal with the right to determine their own destiny and to participate in the forces and events that affect them.

If we truly believe in these principles then we can move forward and work on reaching the objectives of the APWU which is to secure through collective bargaining and legislative efforts against privatization and ensuring a safe and healthy environment, better working conditions and a better standard of living for members and their families. I want to thank you for being

a part of this great Union of ours. Our Union is not perfect but in order to form a more perfect Union we all must work at making it stronger and united.

On a Personal Note, I would like to thank everyone for their support and for believing in me enough to re-elect me for another three year term. I want to congratulate all the newly elected officers of the APWU Philadelphia Area Local 89. I am looking forward to working with you. Together we can represent our membership to the fullest. God Bless this great Union and Local. □

Just Biden Our Time

(continued from page 1)

programs of Social Security and Medicare, openly incite dangerous racial, ethnic and religious bigotry.

The APWU believes that Joe Biden is the best choice in this upcoming election. He remains committed to helping end the assault on the Postal Service and our job security and will work with the APWU to secure the public

Postal Service. The people of our country deserve to have good family sustaining union jobs.

As such, the Philadelphia PA Area Local #89 Executive Board has endorsed the Biden/Harris team in the upcoming Presidential Election. Please exercise your Constitutional right to VOTE! □

General Membership Meetings

**Third Thursday of every month
except July, August
and December**

**7:30 p.m.
864 Main Street
Darby, PA 19023**

Light Refreshments Will be Served

A Unified Voice for Workers



Atiyah Ivey,
*Director of
Industrial
Relations*

I think almost everyone has at one point felt unheard or powerless as an employee. How do employees, working people, gain a voice at the workplace and the power to shape their working conditions,

their lives? They achieve this through “collective bargaining.” How do workers bargain collectively? There is only one way workers can bargain collectively, when they unionize. Joining a union simply means that you and your colleagues have a say because you negotiate important elements of employment conditions together. That can mean securing wage increases, better access to healthcare, workplace safety enhancements and more reasonable and predictable hours.

Only as a union, a united group of diverse people working towards a common goal to improve the lives of each other can they achieve gains through collective bargaining. After all, no business or corporation is going to take seriously the demands of individual employees.

Who are union workers? They are diverse, just like America. Unions represent workers of all levels of education; people of all different races, color, sex, sexual orientation and religious beliefs. Union workers hail from a variety of work sectors, but the biggest share work in education or health services. Unions are most widespread in the public administration and

transportation industries. Unions are thriving in diverse workplaces, including “new economy” workplaces. Unions strengthen democracy by giving workers a voice in policy debates. Unions reduce inequality and are essential for low and middle income earners and their ability to obtain a fair share of economic growth. Unions raise wages for both union workers and non-union workers; raise wages for women and lessen racial wage gaps. Unions improve the health and safety practices of all workplaces and support strong families with better benefits and due process rights. Unions are good for workers’ retirement security. Unions create a path to sharing knowledge and solving problems.

Workers still want unions, but are being thwarted by aggressive campaigns and lobbying that have eroded private sector union membership. Employers often fight unionizing efforts with aggression and intimidation, using legal and illegal tactics. Workers classified as independent contractors cannot form unions because they aren’t covered by the National

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Wearing a Mask, Make It Go Viral



**Donna
Alvin,**
Treasurer

The APWU at the National Level has spent a lot of time and money negotiating policies to keep the employees as safe as possible during the pandemic. It is the Postal Service’s and the Union’s policy for the

employees to wear masks. You are placing yourself, as well as your co-workers, in jeopardy when you don’t wear a mask.

The COVID-19 virus has changed the world in every aspect. We have had to make changes to ensure our safety and health; wearing masks, using hand sanitizer, gloves and social distancing. These are all new to us, but according to medical experts if we follow these simple rules we could greatly lower the number of people who contract the virus, which in turn will lower the number of deaths caused by the virus.

When the pandemic first started, and we had to work because we are considered essential workers, I heard many of our employees screaming that the union should demand that the Post Office close because our employees are being placed in danger and the same employees today won’t even wear a mask. Wearing a mask is not violating any of your rights. It is a requirement due to the COVID-19 pandemic. There are

tools in place that are needed to stop the spread of the virus. For everyone’s safety, including your own, wear your mask.

The Coronavirus Aid, Relief and Economic Security Act, or CARES Act, was signed into law to help Americans economically impacted by the COVID -19 pandemic avoid financial hardships like evictions, home foreclosures, having their utilities turned off and the like. The Veterans Administration (VA) Loan Guaranty Service is focused on ensuring veterans and their families facing temporary or more long term difficulty paying their monthly mortgage payments to understand their options. If you experience financial hardship, you should immediately contact your loan servicer or V.S.O. and explore options to avoid foreclosure on your VA home loans.

I want to thank all of you who are practicing CDC protocols and being considerate of others. We can only overcome this pandemic when we all do our part. □

Nick Casselli
President

Nancy M. Rolling
Vice President

Donna M. Alvin
Treasurer

Atiyah I. Ivey
Director of Industrial Relations

American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



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CERTIFIED ELECTION RESULTS

Below are the officially certified results of the election for Local Officers of the Phila. PA Area Local #89 of the American Postal Workers Union AFL-CIO

PRESIDENT

* Nick Casselli 317
Rob "Fat Rob" Hall..... 226
David Taylor.....57

ASSISTANT CLERK DIRECTOR (B)-STATIONS

* Eugene M. Chieffo, III 246

VICE PRESIDENT

* Nancy Rolling..... 326
Olivia Silva.....279

MAINTENANCE CRAFT DIRECTOR

* Kenneth Lester.....76
John S. Walker.....38

DIRECTOR OF INDUSTRIAL RELATIONS

* Atiyah I. Ivey 472

ASSISTANT MAINTENANCE CRAFT DIRECTOR (A)-PLANT

* Randy N. Lane, Jr. 93

TREASURER

* Donna Alvin 303
Lee (Tony) Taliaferro 277

ASSISTANT MAINTENANCE CRAFT DIRECTOR (B)-STATIONS

* Dwayne Generette. 82

RECORDING SECRETARY

* Yvonne Taylor..... 281
Jacqueline Blyther-Wells.....272

MOTOR VEHICLE CRAFT DIRECTOR

* Shana Parker 89
Calvin Smith.....33

SERGEANT-AT-ARMS

* Charles G. Pinkney, Sr. 362
Hank Pinckney.....198

ASSISTANT MOTOR VEHICLE CRAFT DIRECTOR (A)-PLANT

* Monique L. Carter..... 87
Farrell Anderson.....27
Keshawna McLaughlin.....4

TRUSTEE

* Cynthia (Cindy) Heyward 329
* Teresa Carmichael-Dodd..... 315
* Noel Davenport..... 247
Julian Swift.....220
Harden M. Law.....190
Marquis Carthon.....164

ASSISTANT MOTOR VEHICLE CRAFT DIRECTOR (B)-STATIONS

* No candidate nominated0

CLERK CRAFT DIRECTOR

* Mike Evangelist..... 269

TOUR 1 (LINDBERGH FACILITY)

CHIEF STEWARD

* Regina Fuller 162
Frank Panfile.....101
Glenn E. Lee.....9

ASSISTANT CLERK DIRECTOR (A) -PLANT

* Larry Love..... 210
Brian T. Sullivan.....155

TOUR 2 (LINDBERGH FACILITY)

CHIEF STEWARD

* Jeff Renfroe.....60

* denotes winner

cg-6/12/2020

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CERTIFIED ELECTION RESULTS

Below are the officially certified results of the election for Local Officers of the Phila. PA Area Local #89 of the American Postal Workers Union AFL-CIO

TOUR 3 (LINDBERGH FACILITY)

CHIEF STEWARD

* Jacqueline (Jackie) Hill.....83

NORTHEAST PHILA. STATIONS

CHIEF STEWARD

* April Johnson 28

NORTHWEST PHILA. STATIONS

CHIEF STEWARD

* Rochelle Williams.....8

CENTRAL & SOUTH PHILA. STATIONS

CHIEF STEWARD

* Victoria Johnson 6

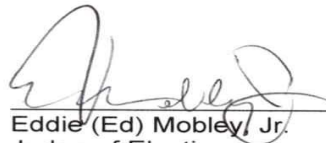
WEST PHILA. STATIONS

CHIEF STEWARD

* Viola Young 11

* denotes winner

cg-6/12/2020



Eddie (Ed) Mobley, Jr.
Judge of Election
PHILA PA AREA LOCAL APWU

A Unified Voice for Workers

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page 3)

Labor Relations Act (NLRA). Corporate lobbyist push laws misleadingly called “right-to-work” laws that seek to defund private sector unions. Corporate lobbies and allied lawmakers are dismantling the rights of public sector union workers. Attacks on public sector collective bargaining are playing out in the courts. In conclusion, unions are essential to a fair economy and a vibrant democracy.

Grievance Procedure

Through collective bargaining negotiations the union works with management to develop a process for settling disputes that employees and their managers are unable to settle individually.

Once a Collective Bargaining Agreement

(CBA) is agreed to, union representatives work with employees and with management to make sure the rights and obligations spelled out in the CBA are honored. And they represent workers in high-stakes situations, such as when a safety violation has resulted in injury or if an employee is being disciplined. By these means collective bargaining gives workers a say and access to a process that if it can't be decided by the parties the issue will be decided by a neutral third party Arbitrator.

In closing I want to remind everyone to get out and VOTE on November 3rd. Remember, if we don't vote we are ignoring history and giving away the future. In the words of Martin Luther King Jr., “Our lives begin to end the day we become silent about the things that matter.” □

Weingarten Rights

(This article first appeared in the July-August 2017 issue of *The American Postal Worker* magazine)

**By National
Industrial
Relations
Director
Vance
Zimmerman**

What does a grocery store chain started in Texas in 1901 have to do with you? That chain of grocery stores – Weingarten’s – ultimately gave us some of the most important rights we have as union

members today. Weingarten’s gave us our right to have union representation in meetings with management.

The story from 1975 is an interesting one. The employee originally involved, Leura Collins, was not even disciplined in any fashion. After one of her co-workers accused her of taking money from the cash register, an internal investigator for Weingarten’s was asked to observe the store. Upon completion of the observation, he found nothing wrong.

At that point, the store manager told the investigator that Collins was reported to have taken a box of chicken home for which she did not pay full price. The manager and the investigator called her into an office for questioning, where she asked multiple times for representation by her union, the Retail Clerks Union. She was denied each time. Ultimately, it was determined that she did nothing wrong.

Collins did, however, report her experiences to her shop steward, leading to an unfair labor practice charge filed with the National Labor Relations Board (NLRB). The NLRB found that Weingarten’s had violated Collins’ “mutual aid and protection” rights of Section 7 of the National Labor Relations Act by denying her request for representation.

Weingarten’s appealed the ruling all the way to the Supreme Court, which was denied, thus affirming and establishing our rights to union representation in meetings with management where an employee feels their job might be in jeopardy or the meeting may lead to discipline.

Know Your Rights

These rights are now known as Weingarten Rights. I know that many of you already know your rights, but it is never a bad thing to have a refresher on what they are. Many of you may also be new to the Postal Service, or to a union environment, and may not have stewards or officers located right in your workplace to remind you of these important rights. Not only are your rights to representation guaranteed by law, but they are also addressed in our Collective Bargaining Agreement (CBA) and the Joint Contract Interpretation Manual (JCIM) in Article 17.

Weingarten Rights are not like the much more widely known Miranda Rights. Every time you watch a crime drama on TV you will see someone being read their Miranda Rights. Unlike Miranda, management is not required to inform you of your Weingarten Rights at any

time. You are required to know and invoke these rights on your own.

So when can you invoke your Weingarten Rights? You have the right to request union representation (more commonly known as “request a steward”) whenever you reasonably believe a meeting may lead to discipline. Again, you must request the representation! Your shop steward cannot request it on your behalf.

There are a few times when representation is not required. One of the exceptions is when management tells you in advance that the meeting is an “official discussion.” However, if they start questioning you, the meeting is now an investigation and you are entitled to representation if you request it. Another exception would be when management is actually handing you the discipline (a “Letter of Warning,” “Notice of Suspension,” etc.).

You have the right to consult with your representation in private prior to the start of the meeting with management. The rights also allow your representative to participate in the meeting; to ask clarifying questions and actively help you. As the JCIM says, “The employee has the right to a steward’s assistance, not just a silent presence, during an interview covered by the Weingarten rule.”

When called into a meeting with management, requesting your rights can be as simple as saying, “I want my shop steward here.” You should ask before the meeting starts, “Can this meeting lead to me being disciplined?” If they answer “yes,” you need to request representation. You should learn this statement or carry it with you at all times:

If this discussion/meeting could in any way lead to my being disciplined or terminated, I respectfully request that my APWU representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.

Your rights to representation extend to meetings with the Postal Inspection Service and Office of Inspector General Special Agents. They extend to interviews management may try to conduct over the phone or anywhere else off postal premises.

Union Time

We are very fortunate to have rights under our CBA to meet with our stewards during work time – on the clock. Most private sector

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Maintenance Craft Update

**Kenneth
Lester,
Director,
Maintenance
Craft**

As many of you are aware, we are in the process of closing out the Line H payment issue. Our union, both Local and Eastern Region, have been diligently working toward the correction and completion

of the payout for eligible employees in accordance to the records. While there were some minor issues we have made every effort to ensure that every employee receives their proper payout. For those of you that have yet to receive a payout we have worked to correct this oversight. At this time I'd like to thank Eastern Region Business Agent Jason Trier, former Maintenance Craft Director John Walker and Assistant Maintenance Craft Directors Randy Lane and Dwayne Generette as well as President Casselli for working hard to get this finished. I'd also like to thank many of you who showed patience and trust in waiting during a delay in the final results. The final payment is being completed and will occur shortly. As we near the final payout we can put to rest one of the most discussed issues that have caused much of the concern to our craft; but as you know, there is much, much more work to be done. There are other, much more concerning issues that have arisen over the past few months. I assure you that our union is up to the challenge.

Some of the following are of serious concern to our future in the USPS. These issues must be of primary focus and action in the coming months if we are to survive the plan to make the fundamental changes planned:

Safety and Health

The frequency and thoroughness of the cleaning routes concerning COVID-19 cleaning throughout the city has been a growing focus lately. The safety, health and welfare of our workforce and families are primary. Additionally, is the Lockout/Tagout (LOTO) Training; we are addressing the absence and lack of continuity of training. No one without the proper LOTO training can be eligible to perform any work on the processing equipment. I assure you that this lack of training is being addressed. All employees will receive LOTO training.

Mail Processing Equipment Changes

We've all heard or seen the dismantling, relocation or modification of our sortation equipment. The re-deployment, removal, destruction and modification (lengthening) of processing equipment will have a huge impact on our jobs. It is essential that we investigate and address the current and future status of plans to make such changes. Loss of routes equals loss of man-hours, which in turn means

loss of jobs throughout the staffing structure. We must discontinue any effort to sign-off on work that is not completed. While it may help management's completion rate, the bottom line is it exposes the entire craft to possible job losses.

Posting and Bidding

We've had a continuing issue with incorrect posting and bidding processes in the past. I am happy to write, that while we've had some serious technical problems, management has agreed to work closely with the union to prevent such future issues from occurring. The union will be more involved in this process.

Higher Level Pay

Management's assignment of any employee to higher level duties is guaranteed by the contract to be properly compensated. This includes assignment of Labor-Custodians to cardboard, UBBM and mail relocation. If you are assigned duties that qualify as higher level, ask for the higher level compensation. If you're not certain, make note of the work and ask for a steward.

In conclusion, these and other matters are of concern due to the failure of management to abide by some of the obvious contractual language. Management has often chosen to simply ignore our rights and their obligations. We are prepared to change that right here and right now! We will not allow our contractual rights to be ignored or our contract to be disregarded without a response. The time is now, the battle is coming whether we want it or not. We must seize the moment and claim back our rights and enforce our contract. Like all battles, a lone willing soldier may not succeed in victory; victory is often achieved in unity. Come. Join me. We have much work to do and many victories to achieve. We can only win as one, in unity. For those brothers and sisters who have left us, please return. We need you...every soldier is important to our success. Thank you for your attention. □

**Happy
Halloween**

Weingarten Rights

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unions do not have this right. All of these things can take place on the clock: meetings with management, a pre-meeting consultation with your union representative, discussing contract violations and possible grievances with your steward, as well as the actual steward filing and meeting on grievances.

Being able to do this on the clock is very important to our grievance process. It allows for your direct participation in contract enforcement and problem solving in the work place. It is not the union or steward's responsibility to see every violation and act on it. You have a significant responsibility to your union and all your coworkers to help your stewards and officers by requesting time to report violations to the union.

Requesting union time and meeting on the clock with the steward is vital to our process! When you see a violation,

you should request "union time" from your supervisor or manager. They are required to grant you time with a steward. It is management's responsibility to arrange this time and to call the steward over or into the office – not yours.

It is not enough to just pass by a steward at your office, window or break room and casually say you may have seen a violation. You must request official time to meet with the steward. Break times are not appropriate for you to talk to a steward. Management should not be requiring it, nor should you be thinking it is okay to ask the steward to do union work on their breaks and lunches. Both you and your union representatives are entitled to breaks and lunches.

Enforcing the contract and invoking your rights are not spectator sports. They require your participation and action. Remember, if you are ever in doubt, always request representation. □

The Local Supports the Community and They Support Us

