

PHILLY PARCEL

Official Publication of the Philadelphia BMC Local 7048

Volume XLI Issue IV

December 2024

“One Workforce - One Struggle - One Union”



LOCAL 7048 WISHES EVERYONE

A HAPPY HOLIDAY and

A PROSPEROUS NEW YEAR!



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
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.

William LaSalle, Editor

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Philadelphia Bulk Mail Center

Local# 7048

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PRESIDENT'S VIEW

by James DeRidder

Machinable Parcels on the USS Machine

For years APWU Local #7048 has challenged the processing and distribution of Machinable Parcels by Mail Handler Craft employees on the USS Machine. That said, I believe this issue is more than likely solely unique to the Philadelphia BMC/NDC based on the long history of the Union disputing the processing of machinable parcels by the Mail Handlers on the NMO sorter (previously LCUS 2, now USS). Last year we went to arbitration over a hundred-plus grievances filed pertaining to Machinable Parcels being processed on the USS by non-Clerk Craft employees. While the Arbitrator denied the grievance along with the associated cases, he did reaffirm that the processing of Machinable Parcels on a NMO sorter is in fact a crossing crafts violation, and he did lay out a firm blueprint consisting of four key factors on how the Union should pursue these types of grievances going forward. These four factors are the following:

- 1) If the Union makes a credible claim that Management is running clearly marked machinable parcels or "pure" pallets of machinable parcels on the USS, then Management will be found to have committed a cross-craft violation. This prohibition is firmly established in the Brown Award and numerous settlements in the case file, which have also set appropriate bounds of remedy.
- 2) If the Union makes a credible claim that Management is not making a good faith effort to cull parcels in the manner described herein to minimize the number of machinable parcels inadvertently processed on the USS, then Management will be found to have committed a cross-craft violation. The remedy for such a violation will be comparable to those established in the Brown Award and numerous settlements in the case file.
- 3) If the Union makes a credible claim that Management is processing machinable parcels on the USS because all other machines are shut off, then Management will be found to have committed a cross-craft violation. The remedy for such a violation is established in Articles 3, 5, and 7 of the CBA, as well as in the awards and settlements included in the case file.

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PRESIDENT'S VIEW (continued from page 3)

4) If the Union makes a credible claim that Management is processing commingled bundles on the USS, then Management will be found to have committed a cross-craft violation only if it has not demonstrated a good faith effort to cull out machinable parcels in the manner set forth in Item (2), above. If Management demonstrates a good faith effort to cull Machinable Parcels on the USS, then it will not be found to have violated the CBA.

While APWU Local #7048 believes that we did demonstrate the above, it is the opinion of the Executive Board that these cases were denied at Arbitration based on the issue of quantifying an appropriate monetary remedy. That being said, by no means is the issue of Machinable Parcels being processed on the USS or any NMO sorter a moot point. Processing Machinable Parcels is **CLERK CRAFT WORK!**

If you are unsure what constitutes what a Machinable Parcel is, a Machinable Parcel is typically no more than 27 inches long x 17 inches width x 17 inches high, and weighs no more than 25 pounds (35 pounds for Parcel Select and Parcel Return Service, except books and other planned matter which cannot exceed 25 pounds).

Fast forward to this year, based on the above the APWU continued to pursue these crossing crafts grievances, and once again returned to Arbitration in September 2024 in front of Arbitrator Simmelkjaer. I am please to inform the membership that through nearly 3,000 pages of documentation and credible witness testimony, the Union was able to prove that local Management violated the CBA by assigning the Mail Handlers to process and distribute Machinable Parcels on the USS – in fact, the record showed that over 50% of the mail inducted onto the machine were parcels that should have been handled by Clerk Craft employees! The Arbitrator found that the Union met its burden of proof under the criteria outlined in Arbitrator Harris's blueprint above, and reiterated the fact that the processing and distributing of Machinable Parcels by any craft other than the Clerk Craft is a cross crafts violation. The Arbitrator also went on to establish what a good faith effort on Management's part to cull out Machinable Parcels would be and that a 90% extraction rate would be ideal. While the APWU doesn't entirely agree with the Arbitrator's award for payment, he ordered the Postal Service to pay Clerks assigned to the USS Scan Where You Band Legs (SWYB Legs 4, 5, and 6), on all tours, 8 hours of overtime for the week in question. This was ordered as a deterrent for future violations.

Unfortunately, local Management continues ignore the recent award and continue to process Machinable Parcels on the USS without making a good faith attempt to cull them out and have them processed at other operations where Clerks have jurisdiction to perform the processing and distributing of this type of mail. Therefore, APWU Local #7048 will continue to pursue these violations through the grievance procedure.

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PRESIDENT'S VIEW (continued from page 4)

I am asking ALL MEMBERS, regardless of craft, who witness Machinable Parcels being worked at the USS, or any area for that matter, by non-Clerk Craft employees to request a Shop Steward and write a detailed statement of what you witnessed, so that you can help the Union fight to protect Clerk Craft jobs. Let's continue to document these violations and file the appropriate grievances.

Currently, the violations are occurring across all three tours in which our mail is being diverted to other, less efficient machines, and is worked by other crafts. This is wrong for our members, the USPS, and its customers. The secondary (PSM-3 and PSM-4) breaks these Machinable Parcels down in a three- and five-digit sort before it leaves the building. NMO sorters typically do not. In the past, we have been assured by higher level Management that Machinable Parcels will be processed in the secondary or the APBS, however, management believes they can do whatever they want. We are growing tired of their lip service. It is now up to ALL of US to be vigilant in making sure that our work remains in the Clerk Craft.

APWU Local Wall of Fame

At our November General Membership Meeting, National Business Agent John Louis Jackson Jr. was inducted into the APWU Local #7048 Wall of Fame. Too many times we recognize individuals who are no longer actively involved in the labor movement or are unfortunately no longer with us. With that, it was great to see a good turnout at the GMM paying recognition to John's decades' long dedication to the APWU and its membership both locally and nationally.

For those of you who may not know John, he first became a Shop Steward for this local in the early 90's, and eventually went on to become the local's Industrial Relations Director in 1998, while simultaneously holding the position of Vice-President for the Pennsylvania Postal Workers Union and later President.

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PRESIDENT'S VIEW (continued from page 5)

In 2007, John made the decision to run for Clerk Craft National Business Agent for the Eastern (Philadelphia) Region, and has held that position ever since. He is also the Eastern Region Representative for RI-399, and has been a top instructor at the infamous West Virginia Postal Labor Union Summer School (PLUSS) for nearly thirty years. Congratulations John on a great career thus far and many more years to come!

Assistant Clerk Division Director (C) Appointment

At the National Convention in Detroit this year, a resolution was put forth before the delegates in attendance to vote on the creation of the "Assistant Clerk Division Director (C) position, which overwhelmingly passed. I would like to take a moment in congratulating Bob Romanowski in his new appointment to this position. Prior to being appointed to Assistant Clerk Division Director (C) by APWU Clerk Division Director Lamont Brooks, Bob was a Clerk Craft National Business Agent for the Eastern (Philadelphia) Region since 2007. Although Bob was from the Jersey Shore Local (Shop Steward, Clerk Craft Director, and Vice-President prior to being elected NBA), I always felt as if he was a member of our local as well as his own. Bob has been a great teacher, not just at Tri-State Conferences, but also alongside John Louis Jackson Jr. at the West Virginia PLUSS. While he will be missed as NBA handling and resolving many of our grievances that the Postal Service won't settle at Step 1 or 2 of the grievance procedure, on behalf of the APWU Local #7048 Executive Board and the membership, congratulations and the best of luck, as we know he will knock it out of the park.

2024 Elections

Discussing politics is never an easy conversation, whether it's with family during the Holidays or your coworkers, what could start as a healthy debate can easily escalate and lead an ugly outcome with those who do not share your same point of view. That being said, it has always been my position that when faced with the challenge on which candidates to support for office, it should be done based on which ones have the best interest of the Postal Service at heart – not which political party they are affiliated with. Every four years national elections draw mixed emotions between the members; however, I would like to remind everyone that it is important to respect each other's opinions and not to let it ruin the friendships you have made.

In Solidarity,

James DeRidder

President, Local 7048

Have a Happy and Safe Holiday Season and a Happy New Year!



American Postal Workers Union, AFL-CIO

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Bill Schweiker
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Ron Leavesley
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Jim Dasher
Director, Clerk Craft

Dave Smith
Director, Maintenance Craft

Vacant
Director, Motor Vehicle Craft

Teaira Wright
Political Director

Melanie Schultz
Raul Ortiz
Shawnesse Taylor
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Bill LaSalle
Editor

Scott Zlotnick and
Keith Gomer of Zarwin,
Baum, DiVito, Kaplan,
Schaer & Toddy
Legal Counsel

John Louis Jackson Jr.
Clerk Craft NBA

Vince Tarducci
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, Gordon Weaver, Zayana Rios, Rafiq Pouncy-Jones, Raul Ortiz, Michael Ruff, Rasean Lavenhouse, Harold Genao, Brandon Relerford, Curtis King, BILL SCHWEIKER, RON LEAVESLEY, JAMES DERIDDER
Tour Two – Regulars: BILL SCHWEIKER, JIM DESHER
 Alternates: JAMES DERIDDER, TEAIRRA JONES-WRIGHT, MELANIE SCHULTZ, Raul Ortiz, Rebecca Smith, NEIL DOSSICK, Christine Tarducci, Lisa Ray, Keonah Palmer,
Tour Three - Regulars: RICHARD EUGENE, Tiffany Belser
 Alternates: JIM DESHER, JAMES DERIDDER, MELANIE SCHULTZ, Michael Ruff, Rasean Lavenhouse, Harold Genao, Brandon Relerford, Ronald Johnson, Raul Ortiz, Gordon Weaver, Zayana Rios, Cherice Hughes, Rafiq Pouncy-Jones, Curtis King, BILL SCHWEIKER, Christine Tarducci

NDC MAINTENANCE CRAFT

Tour One – Regulars: SHAWNESSE TAYLOR
 Alternates: Ron Johnson, Steve Austin Richard Eugene, Tiffany Belser, John Gushue, Jim McIntyre, DAVE SMITH, RON LEAVESLEY, JIM DESHER, JAMES DERIDDER
Tour Two – Regulars: RON LEAVESLEY, DAVE SMITH
 Alternates: SHAWNESSE TAYLOR, BILL SCHWEIKER, JAMES DERIDDER, Steve Fluharty, JIM DESHER, Teaira Jones-Wright, Melanie Schultz, Tristan Refsnyder, Rebecca Smith, Neil Dossick
Tour Three – Regulars: SHAWNESSE TAYLOR
 Alternates: DAVE SMITH, Cameron Tavares, Jim McIntyre, John Gushue, Melanie Schultz, Rebecca Smith, Richard Eugene, 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, Keonah Palmer
Tour Three – Regulars: JAMES DERIDDER
 Alternates: Ronald Johnson, 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: DAVE SMITH
 Alternates: RON LEAVESLEY, JAMES DERIDDER

FAIRLESS HILLS POST OFFICE, ALL TOURS

All Crafts – Regulars: JIM DESHER
 Alternates: BILL SCHWEIKER, JAMES DERIDDER

Revision #24/06 (11/08/2024)

2024 Director of Industrial Relations Report

by *RON LEAVESLEY*

As we close out calendar year 2024 I wanted to share with the members some information in regards to the work and achievements that the officers and stewards have accomplished.

Throughout the last year we have provided training to members so that they can become more familiar with their rights. Some of the members that have attended this training have become stewards. Others have become better educated members that are eyes and ears on the work-floor, informing other members of their rights, guiding members to request representation when needed or informing stewards of issues occurring on the workforce.

We have provided stewards with advanced training to prepare them to be able to represent members at higher levels of the grievance procedure. We trained stewards in their respective crafts so that they could handle specific craft issues. We trained stewards in the financial aspects of running a union. We trained stewards pertaining to open season so that members could receive educated advice when selecting health care providers.

We have sent stewards and officers to National and State Conventions and Day of Action Rallies to educate the public in regards to postal issues. We have sent stewards and officer to the USPS Board of Governors Meeting to protest decisions being made pertaining to how the USPS will operate.

As of the writing of this article our stewards have filed the following grievances:

- 455 total cases
- 85 Maintenance
- 311 Clerk
- 11 Motor Vehicle
- 39 APWU (cases that involve violations effecting the union)
- 3 Class Action (cases that involve violations effecting specific groups of employees)

We have also arbitrated the following cases:

- Parcels being processed on the USS
- Improper filling of a Data Collection Tech duty assignment
- Management making a unilateral decision without discussions with APWU
- Covid MOU that outlines work hours at the PSA

It has been a busy year. Due to the hard work of this Local's stewards and officers, we have become stronger. We are recognized as one of the strongest and most organized locals in the country.

USPS HISTORY

by *Ron Leavesley*
Director of Industrial Relations

When People Used the Postal Service to ‘Mail’ Their Children

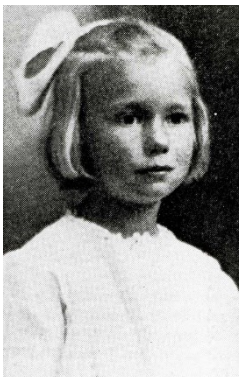
In January 1913, one Ohio couple took advantage of the U.S. Postal Service’s new parcel service to make a very special delivery: their infant son. The Beagues paid 15 cents for his stamps and an unknown amount to insure him for \$50, then handed him over to the mailman, who dropped the boy off at his grandmother’s house about a mile away.

Regulations about what you could and couldn’t send through the mail were vague when post offices began accepting parcels over four pounds on January 1, 1913. People immediately started testing its limits by mailing eggs, bricks, snakes and other unusual packages. Technically, there was no postal regulation covering the mailing of parcels.

The first few years of parcel post service was a bit of a mess. Regulations were not universal, different towns might be getting away with different things, depending on how their postmaster read the regulations.

There has been about seven instances of people mailing children between 1913 and 1915, beginning with the baby in Ohio. It wasn’t common to mail your children, yet for long distances, it would’ve been cheaper to buy the stamps to send a kid by Railway Mail than to buy her a ticket on a passenger train.

In addition, people who mailed their children weren’t handing them over to a stranger. In rural areas, many families knew their mailman quite well. There are photos that can be found online of postal workers carrying babies in their mailbags. These were staged photos, taken as a joke. A mailman might have brought a swaddled child who couldn’t walk, but he wouldn’t have let a diaper-wearing baby sit in a pile of people’s mail.



In the case of May Pierstorff, (pictured) whose parents sent her to her grandparent’s house 73 miles away in February 1914, the postal worker who took her by Railway Mail train was a relative. The Idaho family paid 53 cents for the stamps they put on their nearly six-year-old daughter’s coat. Yet after Postmaster General Albert S. Burleson heard about this incident—as well as another inquiry someone had made that month about mailing children he officially banned postal workers from accepting humans as mail. Still, the new regulation didn’t immediately stop people from sending

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Mailing the Kids (continued from page 10)

their children by post. A year later, a woman mailed her six-year-old daughter, Edna Neff, from her home in Florida to her father's home in Virginia. At 720 miles, it was the longest postal trip of any of the children that had been mailed and cost 15 cents in stamps.

In August 1915, three-year-old Maud Smith made what appears to be the last journey of a child by U.S. post, when her grandparents mailed her 40 miles through Kentucky to visit her sick mother. After the story made the news, Superintendent John Clark of the Cincinnati division of the Railway Mail Service investigated, questioning why the postmaster in Caney, Kentucky, had allowed a child on a mail train when that was explicitly against regulations.

Though Maud seems to be the last successfully mailed child, others would later still try to mail their children. In June 1920, First Assistant Postmaster General John C. Koons rejected two applications to mail children, noting that they couldn't be classified as "harmless live animals".



APWU Local 7048 offers *members-only* dental insurance

The provider is United Concordia. The plan is the Plus 60 Dental Plan. This plan is a Dental Health Maintenance Organization (DHMO) plan and focuses on preventive care and keeping costs low.

Premiums for this insurance plan are deducted through a payroll deduction in conjunction with your union membership dues. Current rates for this plan are as follows.

1. Self \$48.14 per pay period including Union dues of \$36.43
2. Self plus one dependent \$56.23 per pay period including Union dues of \$36.43
3. Self plus two or more dependents \$67.72 per pay period including Union dues of \$36.43

Information about this plan can be found at unitedconcordia.com or any interested member can stop by the stewards office to pick up a prepared dental insurance information packet. You can also use the website to search for dentists or specialists. Signing up is simple and can be accomplished by completing a Dental Enrollment Form.

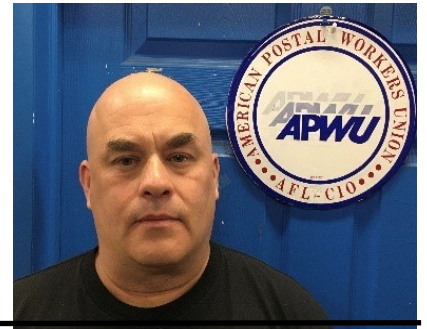
If interested please see any steward, call the NDC steward office at 215 671- 7719, or stop by the steward office.

Ron Leavesley

Director Industrial Relations

CLERK CRAFT REPORT

by *JIMMY DESHER*, Craft Director



Bids

The latest round of bids opened on 11/4/24 and closed on 11/13/24 with a total of 14 vacancies, 8 successful bidders and 6 residuals for this round. The 6 residuals will go to the next 6 PSE clerks by seniority to select their choice who are being converted to career on 11/30/24. Congrats.....! The next round of bids will open 1/13/25 and will close on 1/22/25.

PSE Clerks

We are having an abundance of PSE clerk conversions with 2 already converted in the beginning of November and 8 more being converted on 11/30/24. More conversions are happening in December with a total of 27 conversions before the end of the year for PSE clerks who met their 24- month term of employment. Congratulations to all, and for those converted you will be receiving an orientation when converted by the union on making career. Any questions feel free to reach out to your union reps on your respected tours. By the end of this year, we will have over 300 regular clerks,” WOW” how numbers have grown over past 3 years.

PSA Annex

It’s Peak Season Time and the Annex will be opening up again on 12-2-24 with a 24-hour operation to help take the workload off of the NDC. Details were put up and were filled by seniority with 4 Dock Clerks and 2 VOA’s along with 2 Network Specialists (EAS). Management will be using 2 PSE clerks for the Scan-Where-Band area on tour 1 hours.

Clerk Craft Issues

We still have the ongoing nonsense everyday with management not abiding by the contract or our Local LMOU whether it’s a seniority violation, discipline, or dignity and respect. Remember if any member feels aggrieved, they need to request a shop steward from their immediate Supervisor, not just come up to the union office, so we can get the grievance procedure ball rolling. I can’t stress this enough, remember, we have 14 days from the time the violation occurred not later!

Lastly, I would like to say to all of our members it’s a privilege to represent you, and I will keep doing my best to serve you. And also, I would like to thank all the stewards on all tours for their hard work and dedication to this great Local 7048. BE SAFE and Enjoy the Upcoming Holidays!!!

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

2024 Michael A. Piekielski Memorial Scholarship Winner



Congratulations to Manda Nguyen (pictured here with her mom T-2 FTR Clerk Yen Tong). Manda is receiving a check toward her tuition at Drexel University, where she is a Management Information Specialist and Business major. The check is from Local 7048's annual Michael A. Piekielski Memorial Scholarship. The Piekielski Scholarship is awarded to a child or grandchild of a Local 7048 member each year. Applications are due June 1 and the winner picked from among the applicants at the June General Membership Meeting each year.

Said Manda, "I am very thankful to have been selected for the 2024 Michael A. Piekielski Memorial Scholarship. Your generosity will greatly assist me while pursuing my academic studies. I am truly honored and inspired to make the most of this opportunity awarded to me."

The members of Local 7048 wish Manda much success.

NON-MEMBERS LOCAL 7048

The following represents the list of employees as of March 1, 2024 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.

PHILADELPHIA BMC/NDC

Irving, Sabrina, Data Tech T-1
Guice, Donna, MOS Clerk Maint T-3
Davis, Sarah, PPDM Clerk T-1
Booker, Saquan, General Clerk T-1
Patel, Niravkumar, MPE Maint T-3
Patel, Pratnik, Maint Mech T-3
Emanuel, Herbert, Dock Clerk T-2
Suarez, Michael, Labor Custodian T-3
Roye, Jermaine, MOS Clerk T-1



Any member who signs one of these individuals to join APWU is eligible to receive a \$100.00 bounty.

MAINTENANCE CRAFT REPORT

by *DAVE SMITH*, Craft Director



Maintenance Division Secures \$15 Million Part-Time Regular Settlement

In 2021, the APWU Maintenance Division filed a National Dispute regarding the Postal Service's violation of Article 7 section 3 of the Collective Bargaining Agreement (CBA), specifically concerning the 2.5 percent cap on the total number of Part-Time Regular employees in the Maintenance Division. According to the CBA, the total number of part-time employees who “may be hired” should not exceed 2.5 percent of the total number of Maintenance Craft employees covered by the agreement. What this means for PTR’s:

1. The USPS will offer 50 Part-Time Regular employees conversion to full-time positions.
2. The USPS will distribute a total of \$15 million to Maintenance Craft Part-Time Regular employees, covering the Fiscal Years 2018-2024, which they will pay in two installments. The USPS will make the first payment no later than December 31, 2024.
3. Future Part-Time Regulars may be eligible for conversion to full-time positions around March of each year.
4. If you were a Part-Time Regular from Jan. 1, 2018 to Dec. 31, 2023, go on the APWU.ORG Website and click on our Union, then go to Maintenance and fill out the eligibility Form.

Postal Service to Begin Implementing EAGLE CLEAN Program Across the Country

The Postal Service formally notified the APWU on June 20, 2024, that they believed the Eagle Clean (e4776) pilot program was a success and they would begin implementing Eagle Clean across the country. Maintenance Division leadership has been meeting with the Postal Service to discuss the program and any violations and unintended consequences that might result from its implementation. The Postal Service notified the APWU of its intent to pilot the Eagle Clean (e4776) program on May 30, 2023. The Postal Service’s reasoning behind the pilot program was to evaluate the efficiency and effectiveness of completing and submitting the PS Form 4776 using a Mobile Delivery Device scanner (MDD). Custodians would utilize the MDD scanner daily to record the time spent working on various custodial tasks. To be clear, the APWU has not agreed to the Eagle Clean program, and are still having meetings and discussions on the matter. There are several pieces of the Eagle Clean program that the APWU is concerned about and hope to resolve in a timely manner.

It is very important that custodians complete the data accurately. If your Supervisor pulls you

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MAINTENANCE CRAFT REPORT (continued from page 14)

away from your daily task to perform something else and you are not able to complete your original task, you should not submit it as completed. All custodians should write down any work that you do that is not part of your staffing package and include how long you spent on that work and if it took longer time to complete the work than was estimated. Also keep track of all the work that you could not complete or even begin. If management instructs you to falsify any data, you should reach out to a steward.

Retirements and Transfers

I want to congratulate Joe Camp and Ricardo Roman on their retirement and BEM Dennis McCue on his transfer to Southeastern.

APWU 27th Biennial National Convention Report

by *Melaine Shultz, Trustee & Delegate*

I had the honor of representing the Philadelphia BMC Local 7048 at APWU's 27th Biennial National Convention from July 15th – July 18th 2024, in Detroit, MI. This was my first National Convention of which I was one of more than 2,000 delegates. The delegates voted on and adopted resolutions regarding important issues relevant to our Collective Bargaining Agreement as well as significant issues we are facing as an organization. During the time the Con-

vention Floor was open, there was a great deal of strong debate regarding the resolutions. While the floor was in agreement for most issues, there were a couple of issues that caused some divergence. It was exciting to see our Union brothers and sisters fired up and ready to fight for what they believe is the best interest of our great Union. Philadelphia BMC Local 7048 submitted a resolution to clarify language in the Clerk Craft MOU regarding the issue of seniority during an Article 12 event and we were successful in getting it passed. There were also numerous guest speakers from various labor organizations letting us know we are not alone in our fight!



vention Floor was open, there was a great deal of strong debate regarding the resolutions. While the floor was in agreement for most issues, there were a couple of issues that caused some divergence. It was exciting to see our Union brothers and sisters fired up and ready to fight for what they believe is the best interest of our great Union. Philadelphia BMC Local 7048 submitted a resolution to clarify language in the Clerk Craft MOU regarding the issue of seniority during an Article 12 event and we were successful in getting it passed. There were also numerous guest speakers from various labor organizations letting us know we are not alone in our fight!

Over all it was a great experience and successful Convention!

As always, it is an honor and pleasure to serve you as a Shop Steward and Trustee!

Motor Vehicle Service Craft Report

by *James DeRidder, President*



Peak Season and the PSA

Once again, Peak Season is here which means the obvious: 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 third 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 to will be addressed through the grievance procedure.

Yard Safety

Being in the thick of the 2024 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 reasonable 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.

Whole Foods Workers in Philadelphia File to Unionize with UFCW 1776

Workers at Whole Foods in Philadelphia, supported by UFCW Local 1776, have filed a petition on November 22, 2024 with the National Labor Relations Board (NLRB) to hold a union election.

Workers at Philly Whole Foods issued the following statement:

“Hello world! We are Philly Whole Foods Team Members seeking to form the very first union at Whole Foods Market! An overwhelming majority of workers at our store have made it clear: we need a collective voice to fight for what we deserve. No one should have to beg for fair compensation and better working conditions while working for one of the most profitable organic grocers in the world! Stay tuned for updates as our organizing continues and grows.

Despite generating 93.8 billion dollars in gross profits in 2023, Whole Foods Market refuses to pay their workers a living wage. As Jason Buechel, Jeff Bezos and other major Amazon shareholders’ pockets grow deeper, team members struggle to afford rent, healthcare, childcare, and other basic necessities.

We work hard and have a lot of passion for what we do. Some of us have been with Whole Foods for decades. But, no matter how long we’ve been with the company, we should all be recognized and compensated fairly for our work. Lifting, stocking shelves, and bending repetitively, all while standing for hours, is physically demanding. The speed with which we are pushed to work increases every day. It is becoming impossible to balance our health, our safety, and our desire to satisfy and delight our customers with the company’s thirst for profits.

With Thanksgiving approaching (the company’s busiest and most profitable time of year), it’s time for us to fight for what we deserve. By forming our union, we aim to be a beacon of hope for every Whole Foods and Amazon worker, all around the world. We can and will fight for what we deserve: fair pay, better working conditions, and a voice for all!”

The Philly Whole Foods Workers are on Instagram with the handle @phillywholefoodworkers



Philadelphia Workers Sign Short-Term Contracts



TWU Local 235 (representing Philadelphia transit workers) and ASFCME District 33 (representing Philly municipal workers) each signed short-term contracts during this November. Both one-year agreements provide a 5% pay increase. In addition, Local 234 won safety and pension improvements. DC 33 package includes a \$1,400 signing bonus.



POSTAL WORKERS STRIKE IN CANADA



Roughly 55,000 postal workers in Canada have been on strike since November 15, fighting to raise their wages, protect their work, and shape the future of Canada Post. They've been in negotiations since November 2023, after agreeing to a two-year contract extension in 2021 due to Covid. Unlike their counterparts in the U.S., most postal workers in Canada are covered by the same union, the Canadian Union of Postal Workers (CUPW).

One of the major areas of concern for postal workers is their wages, which have lagged far behind inflation. Starting wages in the union have increased only 6.7 percent since 2006, while workers lost about 50 percent of their purchasing power due to inflation in the same period. The workers also say Canada Post is asking them to throw future hires under the bus. The company wants to make new hires wait a year before they can receive benefits, which are still worse than the ones that workers currently have, and to exclude them from the defined-benefit pension plan. Canada Post has pointed to \$3 billion (Canadian) in losses since 2018 to paint a picture of financial crisis, a narrative that will sound familiar to postal workers in the U.S.

“It is really difficult because the longer we’re on the line, these are our final paychecks before Christmas ourselves, and we’re going without, potentially, for our families,” Sean Tugby, president of the CUPW Winnipeg Local said. “But we see the bigger picture, we realize what’s at stake, and we have to do what it takes in order to get to that result.”

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LETTER CARRIERS TO VOTE ON CONTRACT

A wave of anger is cresting at post offices across the country. Letter carriers are looking at the big raises that other union members have won—38 percent over four years at Boeing, 62 percent in six years at the East Coast ports, \$7.50 in five years at UPS.

They're comparing those gains to the tentative agreement their president handed them in October: 1.3 percent a year for three years.

“It doesn't account for everything we went through with Covid,” said Saqia Talbert, a letter carrier in Allentown, Pennsylvania. “We were massively understaffed, and we were working 70 to 80 hours a week, every week, for two years straight.”

Recent studies have found that postal workers had fallen farther behind inflation than many

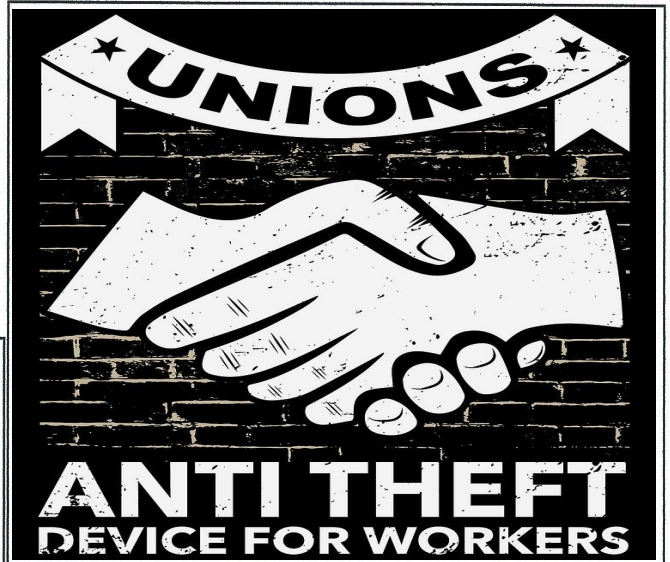
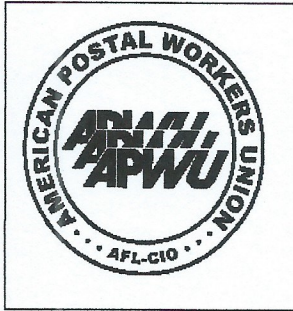
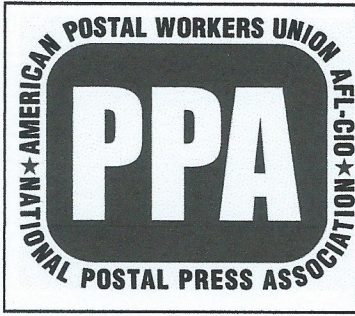


Allentown, PA Letter Carriers share their opinion on the tentative agreement reached on October 17, 2024

other areas of employment, including jobs that are much less unionized. NALC members point to Postmaster Louis DeJoy's recent \$75,000 bonus and \$300,000 annual salary as an example of the double standard when it comes to employee compensation.

The deal covers approximately 200,000 workers. The National Association of Letter Carriers is the largest of the four postal unions, which together make up the largest union workforce in the United States. Some Letter Carriers and NALC Locals are organizing a “no” vote on the tentative agreement. Ratification ballots were sent to NALC members on December 9, 2024 and must be returned by January 13, 2025.

Our APWU National Contract expired in September, 2024, and we are currently in negotiations. Needless to say, what happens with the NALC impacts us, as well. Stay tuned.



NEXT GENERAL MEMBERSHIP MEETING:

Jan 29, 2025-3:30pm

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.

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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