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THE BOSTONIAN



Vol. 35 No. 3

January-March, 2012

The President's Report . . .



by Paul Kilduff, Jr.,
General President

I felt at this time I would give a general update on the status of the Postal Service through Union eyes. I have been in office as General President since June 1, 2011, and I wish I could say things have been great. As many of you know, the constant attack on postal workers continues with no end in sight.

At this moment still on the table are the closure of possibly 22 Post Offices in the Boston Installation and one Plant closure. I, along with Bob Dempsey, Bob Keough, and Scott Hoffman, have attended each and every town meeting to inform the public of why their Post Office should not close. All these meetings were heavily attended by the residents of each city, along with clerks who work in these offices. I want to commend the clerks that showed up to speak against the closings and also the hard work to get out the word to their respective communities. I also must say I was very disappointed in the Letter Carrier Union for not showing up to ONE meeting, whether Station closings, the Northwest Plant meeting, or the Grove Hall Rally.

We now must wait until at least May 15th to see what is in store for each of the closings. The Postal Regulatory Commission spoke against any of the closings so I hope some of those knuckle heads in Washington wake up and do the right thing by not closing ONE Post Office — nor ONE Plant. There are other ways to make money, such as raise the rates to the big rich Mailers and also to wait for relief from Congress to get us out of this hole that they put us in. Whatever is decided will either go a long way into dismantling the Postal Service or to keep the Postal Service as a stable service to the American public like it should be.

Now that months have passed since the signing of this contract I would like to give my views on the contract itself. Back in May, I was summoned to New

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York to listen to President Guffey to hear him speak about the tentative agreement. A presentation was given to the Northeast Area to explain how the negotiations went and why the APWU would be in a better place if the membership would accept this tentative agreement. This is our President speaking to everyone in attendance from the entire Northeast Area. After President Guffey spoke, he allowed the other officers in all the crafts to speak one by one. We were all lead to believe that the American Postal Workers Union took the Postal Service to the cleaners in most issues. At that same time a Republican Congressman, Darrell Issa, requested a hearing in Washington to object to our tentative agreement stating the agreement was too good and we were greedy postal workers. He suggested at this hearing that there should be layoffs starting with the most senior. He wanted this contract voided before the ink could dry. Issa stated this to President Guffey and the Postmaster General during this hearing.

So after listening to the leadership of our Union and a crazy Republican, I felt this contract had to be good. I am not afraid to admit that on the day of that

hearing on Capitol Hill, that was the day I decided to vote yes on the contract but at the same time still feeling uncomfortable about my decision. At the same time I didn't come out and fully endorse this contract to this Local. I can tell you as of today I feel our leadership was actually taken to the cleaners on most of the agreements they made with management. We all know it doesn't matter what is in the contract that management will always violate it when it comes to overtime, assignments, and zero tolerance. What I am talking about as being taken to the cleaners are major issues such as eliminating PTRs, creating the new employee category titled NON-TRADITIONAL employees, PSEs with a lower rate of pay, and from what I see — the end of the 40 hour job in 20 years. It is easy for anyone to sit at home and be a Monday morning quarterback and say I told you so. I listened to the entire presentation from the President of the American Postal Workers Union, hoping he was doing the right thing for our membership by giving us leadership. After all, he is our National President that was overwhelmingly elected by the membership.

What he has agreed to is to allow Postal management in Boston to establish ALL NTFT jobs in each station when operationally necessary. What that means is management now has language that they will try as they may to create as many NTFT jobs as possible in any station once someone bids out. That presentation in New York in May of 2011 had many of us in attendance thinking we just kicked the Postal Service's ass in every aspect of our new contract, when in all honesty we were taken to the cleaners and gave up a lot of things that we as a Union have fought to keep for years.

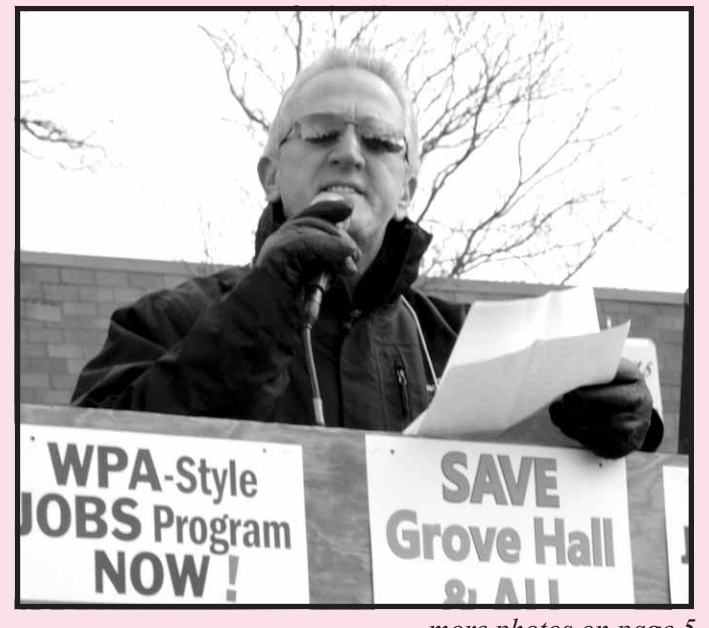
Lastly on the contract, this local from day one has never ever agreed to the abolishment of the category titled Part-Time Regular. This local going back to former President Steve Albanese has always fought for the category of Part-Time Regular clerks. I know there are many ex-PTRs that are upset, and I don't blame them. That being said, there are also many ex-PTRs that wanted to bid full time and will finally will be able to so. I am man enough to state I believed in the leadership of our National but I also feel

continued on page 3

Rally At Grove Hall Post Office

On January 14, 2012, a rally was held in front of the Grove Hall Post Office in Dorchester, MA. The rally consisted of many unions, families, business owners, and concerned citizens worried about their respective community post office. On this very cold day in January, approximately

150 people showed up to protest the closure of the Grove Hall Post Office, along with the possible closure of 21 other post offices. I want to thank all the brothers and sisters from the APWU for attending this important rally. This is just the beginning. We must be pro-active to survive!



more photos on page 5



NEW DENTAL PLAN

I'm pleased to announce that the local on January 1, 2012, started offering an alternative/discounted Dental Plan.

by Bob Dempsey, Vice President/Treasurer . . .
Bill 1789 Must Be Amended

The Universal Dental Plan is offered through our broker for the Altus Dental Plan. Hopefully, this will address and fill the void some of our members have expressed concerning their Dental needs.

I'm going to keep this article short to help accommodate the full page ad promised to Universal Dental in this issue (page 7). This is going to be extremely tough because of all the things going on these days and so much I'd like to write about but will only touch upon the most important thing we are facing.

21st CENTURY POSTAL SERVICE ACT (Senate Bill 1789) MUST BE AMENDED

We can NOT allow this 21st Century Postal Service Act (Senate bill 1789) to pass in its current form. Please contact Senators Kerry [(202) 224-2742] and Brown [(202) 224-4543] and tell them this bill must be amended.

Senator Bernie Sanders has some of the best ideas to correct the Postal Service's problem but unfortunately his bill (Senate bill 1853) will probably never make its way to the floor for

a vote. He has been working to amend the 21st Century Postal Service Act because of this fact. Please tell our senators to be receptive to his proposals. Hopefully, this vote will not take place before this issue is received and you have had a chance to call if not done so already.

I cannot stress enough that we are going to need your help in the coming months. Please call the senators, watch the bulletin boards and contact you legislators when needed. Our futures surely depend upon it!!!



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- General President Paul Kilduff, Jr.
V.P./Treasurer Bob Dempsey
Dir., Ind. Relations Bob Keough
Assist. Treasurer Dennis Avery
Recording Secretary Marie Allouise
Vice President, North Raymond Bell
Vice President, South Barry Holland
Vice President, Central Robert White
Vice President, West John Uccello
017 Vice President Vacant
020 Vice President John Milso
Dir. Human Relations Dale Denham
Dir. Org. Leg. & Educ. Bob Waterhouse
Sgt.-at-Arms Bruce Pearson

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- Pres. Clerk Craft Scott Hoffman
Dir. Mech. Distr. Matt Dodd
Trustee Clerk John Tobin
Trustee Clerk Dan Gonsalves
Trustee Clerk Paul Holland
Trustee Clerk Linda Cheevers

MAINTENANCE CRAFT OFFICERS

- President, Maintenance Wayne Greenside
Trustee, Maintenance Joseph Joyce

MOTOR VEHICLE CRAFT OFFICERS

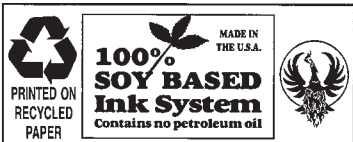
- President, MVS William Weaver
Trustee, MVS Ned Hogan

BOSTONIAN STAFF
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Editor

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- Mass State Labor Council, AFL-CIO
Greater Boston Labor Council
AFL-CIO
American Postal Workers Union,
AFL-CIO
American Postal Workers Union of
Mass., AFL-CIO
Postal Press Association
Norfolk County
Central Labor Council



100% UNION PRINTER PRODUCED
Union Printer Type Set
Union Printer Lay Out
Union Printed
Union Printer Labelled
United We Stand - Divided We Fall!
(Published Quarterly)

NTFTs — Overtime Rules

Q.If, on a particular day, two hours of additional work is necessary, who should be scheduled when the two clerks available within the section are:

a.) A qualified non-OTDL NTFT employee (five - 6 hour days, ending tour at 3:00PM) for two hours of out-of-schedule premium; or

b.) A qualified OTDL traditional schedule FTR (ending tour at 3:00PM) for two hours of overtime?

A. b.) The qualified OTDL traditional schedule FTR (ending tour at 3:00PM) for two hours of overtime. Absent an emergency, a non-OTDL NTFT employee should not be worked beyond their normal daily schedule.

Q.Are NTFT clerks guaranteed the number of hours in their bid duty assignment?

A. YES. The NTFT clerk's bid duty assignment establishes their minimum daily and weekly guarantee.

Q.When an NTFT employee is routinely scheduled to work additional hours (compensated at the out-of-schedule rate) each week, must the assignment be reposted?

A. NTFT employees will normally work the number of hours (daily and/or weekly) identified in their bid assignment, except in an emergency.

Q.Can an NTFT clerk craft employee, who is not on the OTDL, be required to work one or more of their scheduled off days?

A. Effective six months from the signing date of the 2010 CBA (Nov. 23, 2011), full-time career clerk craft and motor vehicle craft employees who are not on the Overtime Desired List and are in an installation with employees working in NTFT duty assignments in the same Functional area, will not be required to work overtime except in an emergency.

Article 3.F provides the parties' mutual understanding of what constitutes an emergency situation: an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature. In the motor vehicle craft, employees may also be required to work overtime in the event of unforeseeable circumstances (e.g. PVS drivers stuck in traffic, weather conditions).

Q.May NTFT OTDL employees be required to work more than eight (8) hours on any non-scheduled day?

A. YES. They are subject to the normal overtime rules in Article 8 and the LMOU (including penalty overtime).

Q.May management bypass a senior holiday volunteer because that employee would be scheduled for their normally scheduled eight (8) hours on the designated holiday, and require a junior non-volunteer to work their designated holiday because they are available for only their regularly scheduled six (6) hours on that day?

A. The LMOU pecking order must be followed. If the LMOU, for example, requires full-time holiday volunteers to be scheduled by seniority, all qualified and available full-time employees (both traditional and NTFT) would be

scheduled in seniority order.

Q. Will full-time employees occupying NTFT duty assignments have their annual leave advanced at the beginning of the leave year?

A. YES

Q. NTFT employees will normally work the number of hours (daily and/or weekly) identified in their bid assignment, except in an emergency, and are entitled to out-of-schedule premium for hours worked outside of their bid schedule. Would an NTFT employee receive out-of-schedule premium if required to assume a traditional full-time schedule for one or more days in order to participate in required recognized training?

A. NO. Training is one of the recognized exceptions to the out-of-schedule premium requirement. An NTFT employee, for example, who must attend window training after bidding a SSA duty assignment, would not be eligible for out-of-schedule premium when assigned to a traditional schedule to accommodate the training.

Q. Are the clerk craft NTFT full-time flexible assignments a duty assignment which must be posted for bid, or a category of unencumbered employees?

A. These are bid duty assignments and employees who successfully bid for, or are involuntarily assigned to these assignments are encumbered, and not unencumbered, employees.

Q. Clerk craft NTFT full-time flexible assignments are "subject to negotiated rules". Can these rules be negotiated locally?

A. These rules, including the daily and weekly guarantees as well as the provision that schedules may be changed from week-to-week, with proper notice by Wednesday of the preceding week without out-of-schedule obligation, are negotiated at the national level. (See NTFT MOU)

MAIL COUPON

Boston Metro Area Local 100 COPA Fundraiser

Drawing to be held at the SPRING Seminar

1st Prize - Block of \$10 scratch tickets or \$1000 cash

2nd Prize - \$250

3rd Prize - \$100

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PAY LOC. _____ TEL. # _____

Donation \$10 per ticket and checks need to be made payable to: APWU COPA

Mail coupon and check to:

APWU Boston Metro

137 South St., 4th Floor • Boston, MA 02111



by Robert Keough, Director Industrial Relations . . .

File That Grievance

of the date on which you or the union first learned or may reasonably have been expected to have learned of its cause. This is important because failure to meet the prescribed time limits is considered a waiver of the grievance. If you need to see your steward, don't wait; see your steward as soon as possible. The grievance must be filed within 14 days.

One of the primary roles of the APWU is contract enforcement. A grievance is filed when the contract is violated. Boston Metro files thousands of grievances on behalf of our members; however there are many members who have not had the need to utilize the grievance procedure. As Director of Industrial Relations it is my responsibility to ensure that all grievances are filed properly and timely, also to maintain all active and inactive grievance records of the local, and to maintain the local's reference library. If you have any type of problem or issue, I encourage you to file a grievance. I also urge you to get involved, attend a union meeting.

A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment. A grievance shall include, but is not limited to, the complaint of an employee or of the union which involves the interpretation, application of, or compliance with the provisions of the National Agreement or any local Memorandum of Understanding.

The contract also states *"The parties expect that good faith observance, by their respective representatives, of the principles and procedures set forth above will result in settlement or withdrawal of substantially all grievances initiated hereunder at the lowest possible step and recognize their obligation to achieve that end. Every effort shall be made to ensure timely compliance . . ."* In theory, your supervisor has full authority to settle grievances. While many grievances are in fact settled, many are not. Grievances that are not settled are appealed through the process and would ultimately be heard at binding arbitration. The grievance procedure consists of 4 steps.

If you feel that you have been aggrieved, you should request, via your supervisor, to see a union steward. If there is not a steward in your office, an Area VP will be contacted. Requests to talk with a union rep must be honored immediately. Your union steward should meet with you to discuss and prepare a grievance on your behalf. A meeting would take place between the steward and your supervisor to discuss the grievance. This is the first step of the process. If this grievance cannot be settled at this step, it will be appealed to Step 2.

There are contractual time limits that must be observed. The Step 1 meeting must take place within fourteen (14) days

Grievances that are not resolved at Step 1 are appealed to Step 2. Step 2 meetings take place between Labor Relations staff and APWU officers. MVS grievances are argued by Bill Weaver, and Maintenance grievances by Wayne Greenside. Various Clerk Craft officers are Step 2 designees. Any grievances not resolved at Step 2 are appealed to Step 3. Step 3 meetings take place between our NBAs and Area Labor Relations Specialists. We have 3 National Business Agents in the New England area: Steve Lukosus, Frank Rigiero, and Tom O'Brien.

Finally, cases not resolved at Step 3 are appealed to arbitration. The process from Step 1 to arbitration varies in length, but often takes many months. Advocating grievances at arbitration for Boston Metro are NBA Steve Lukosus, Clerk Craft President Scott Hoffman, Area VP Ray Bell, Tour-3 GMF steward Bob Farrell, Newtonville steward Dale Denham and myself. Multiple arbitra-

tion hearings are scheduled monthly.

Step 4 grievances are those that are interpretive issues. Step 4 disputes are initiated at Head Quarters level. The vast majority of grievances are appealed from Step 3 to arbitration.

That's a short summary of the grievance procedure. The process does work, however it often moves slowly. I have worked hard to lessen the backlog of grievances waiting to be scheduled for arbitration and will continue to do so. It is our goal to get cases scheduled as soon as possible. It is not an exaggeration when I say that thousands of grievances are filed every year. If you have a grievance pending arbitration — please be patient.

On a different matter, the last few months have been hectic, chaotic and trying. The new contract has caused much change here in Boston. Well over 150 part-time clerks have been abolished. Management has failed miserably in its contractual obligation to create viable bids for them. These folks have been left hanging and wondering where they will end up. For months, bids have been posted only to be canceled. Nobody wants our former PTRs in bids more than me, however we cannot tolerate management posting jobs incorrectly. Rumors of staffing cuts are everywhere, many started by managers. Yes, management has pro-

posed staffing cuts at many offices. Each and every package has been met with resistance and, as of this writing, ALL are canceled. I attribute the hard work of our General President for this success. It is now mid February, and we await management's next round of proposals. Boston management is determined to cut hours.

Is there anything that you can do to help save positions? YES! Management bases their staffing on CSV. That is, the amount of time your office earns. Time is earned in various ways. When you input a transaction into POS, you have earned time. Every duty assignment that you perform earns time. Be sure to input **each and every item** into POS. Quite often the CSV data reveals that while the office earns time in a particular operation, no one performed those duties. Clearly employees were not on the correct operation number. It is management's responsibility to make sure we are all on the correct operation number, but please make sure they are doing their job. Take the time to swipe your time badge onto the correct number. If you leave the window to go help out with the boxline, swipe your badge. The more time earned, the less likely jobs will be abolished. Please take the time to visit our website www.bostonmetroapwu.com to learn more.

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let down by them. At a recent Presidents' Conference I told President Guffey my membership wanted answers regarding the contract and also stated in very strong words that we were sold a bill of goods at negotiations by the Postal Service.

On the horizon for this local to fight is the possible abolishments of many jobs in several stations. By the time this article is published I would expect us to be in the middle of a war trying to save as many jobs as possible. We are dealing with people in upper management that have their marching orders . . . that is to cut . . . cut . . . cut as many 40 hour jobs as possible. I am disappointed that as many as 10 clerks who held a 40 hour bid recently bid a 30 hour position. I am sure they had their reasons for doing that but that will eliminate 10 bids of 40 hours. Management is praying more employees do this. I will state this until I am blue in the face . . . "never bid less than 40 hours if you are a traditional full time clerk. You can never be forced into a bid of less than 40 hours if you are an unassigned traditional (40 hour) employee".

I wish I could say there is a light at the end of the tunnel but I can't. I am a positive person even though people in my office don't think so. How can anyone be positive when there are people in upper management trying to hurt each and

every single one of us? Having to sit in a room with these people and listening to their bull of how they have to do what they're doing is insulting to all of us. I feel 2012 could be the worst the Boston Metro has ever experienced. This office will not sit by idly and let these heartless people destroy the lives of our members.

Please — if you are doing more than your share of work, I would ask you to stop. Your manager is hoping you continue so he or she can cut another job. If you are a suck pump in your office and you feel your boss is going to save you, then you are mistaken. If you are an acting supervisor, then I ask you to stop now. You will lose your bid if you violate the contract and I will personally take your bid myself. If you do lose your bid, you have no one to blame but yourself. You are helping to eliminate a bid by wearing

two hats. Why would you do that? So you can make another buck an hour?

When I took the office of General President, I informed everyone I will always be honest and speak my mind. I never intend to hurt anyone but only to say the truth. What has happened to the old days when members said "enough is enough" and asked for a steward when the wind changed directions? We need you to go back to those days; we need the same people that wouldn't take bull from anyone. You pay dues for representation from your union. Use your status as a member and pay back these heartless bastards that are trying to send you packing. Take a look around you . . . do you see the same amount of employees as you once did? Do you see any NTFT supervisors in your station? ASK FOR A STEWARD EVERY DAY — STARTING TODAY!!!

Mailing Address Update

by Paul Kilduff, Jr., General President

To All Boston Metro A.P.W.U. Members:

We are currently updating our mailing lists, which are used for mailing out local & national election ballots, grievance information, the local publication, the "BOSTONIAN", and the national publication, "THE AMERICAN POSTAL WORKER".

If you are not receiving the "Bostonian" or "The American Postal Worker" at your present mailing address, please call (617-423-2798), or write to us at the local office and notify us of your correct address.

Even though you may have notified the Postal Service of a change of address, we would not be notified by them of any change. Thank you for your cooperation in this matter. Thanks.



by Scott Hoffman, Clerk Craft President . . . **Are We The Walking Dead?**

I am not telling you anything new when I say these are the most tumultuous times ever in this business. Even something which should be old hat by now, such as bidding, has turned into an adventure.

Do not lose sight that it is management who has brought us to this state. It was management who did not prepare and post bids when the PTRs were converted. It is management who has created mind-blowing reality, defying formulas to reduce staffing. It is management who requests — no, demands — that our work be subcontracted out, our standards be denigrated, and our infrastructure be removed. Yet at the same time, they want more from us as individuals.

If you don't get it — that it is us versus them, that we are the only ones to save this business — then I don't know how to reach you. Are we the walking dead? It has been encouraging, however, to see some coming out of the zombie like trance and start doing something. Employees have been showing up at postal closing meetings, rallies, making phone calls, contacting politicians, and — get this — grieving and reporting violations.

The Postal Service is getting away with it because they have tricked people — even their own workers — into believing what they say. Their solutions only harm the institution and the service to the public; but the public doesn't know because the only voice they hear is the Postal Service and those hell bent on dismantling it for private profit. Get in the game; the time is now!

Before I cover some new language in this contract, I would like to point one thing out. We need to act together. The “we” I refer to is the rank & file members with their union officials. It is undisputed and only common sense that we as union officials do not know the intricacies of an individual section or station. We cannot know every little thing about what goes on there because we are not there. Only the employees, the members, know the how's, what's, where's and who's of a particular location. We must learn from you what goes on, what's wrong, how it could be improved, that the contract is being violated, and how it is being done.

The flip side of the coin is that the rank & file member does not know the ins and outs of where a union official works — meetings with postal manage-

ment, grievance hearings and arbitration rooms. The average member does not know these places because that's not where they work every day. We have to maintain a symbiotic relationship, each learning from each other, giving to each other that what is needed for success.

A member educates their officials as to what goes on in their work location. A union official should educate the members as to what the Service is doing and, in some cases, educate the members as to what they need to do to stop it, what is needed to succeed in a meeting, a grievance hearing, or in the most important of all venues — arbitration.

One should never pretend to know what goes on in places that they do not get to frequent. When your union officials beat the drums, tell you to report violations, false scans, incorrect operation numbers, file grievances, give statements, and get involved, it is only because that is what is needed to win; and right now — surviving is the win!

We will listen to you about things we don't have first hand knowledge of. You must listen to us about things you don't have first hand knowledge of. We, us need to act once informed, and that is how we will survive, and then flourish. The rank & file members cannot do it alone; neither can the officers.

This new contract brought forth radical changes. We have put out bulletins when one issue appears to be causing

widespread confusion. I know I will take suggestions as to topics or questions to be answered in my article, so give me a call if there is some aspect of the contract which is causing confusion. NTFT overtime is one, and will come into play now that our converted PTRs are now in bids, or will be shortly. Non-scheduled overtime is simple. It is for eight (8) hours on a non-scheduled day. PERIOD. No difference for an employee holding a NTFT bid, or a regular bid. Everybody is full-time and is placed on the Overtime Desired List by their seniority, and falls in rotation.

Daily overtime administration is not as simple. The first concept to digest is that NTFT bid holders are not to work more than the number of hours on their bid, except in an emergency. In other words, if you work six (6) hours a day, you should only work beyond six in cases of emergency. Your hours should not be expanded. Hours out of your bid, say between six and eight hours, would be “out of schedule” pay, not overtime. Therefore, the employee entering overtime would be properly scheduled before the expansion of the NTFT schedule for that day. This is done in an attempt to keep management honest. Don't post a six hour a day job, or a thirty hour a week job, if you need more hours on a regular basis. The bid is a farce if it is posted as a thirty hour bid, yet in reality it is a thirty-six hour bid.

A senior employee may have taken a thirty-six or eight hour bid, but passed on it thinking it's only thirty. We must be vigilant of this. If both employees (a traditional full-time and a NTFT/non-traditional full-time) were, for instance, both working beyond eight hours in a day, then there would be no differentiation and the overtime would be given to that employee next in rotation. Got it? You might, but management won't. Keep an eye on this as management will probably post jobs with less hours than they really need, and then try to “Mickey Mouse” their way by violating the bidding process, the overtime regulations, and pitting employees against each other. Don't fall for it!

One last thing — window clerks. If someone comes to your window, asks for an item which generally comes to a full dollar amount (i.e. coil of stamps for \$45.00 even, books of stamps) and then fans the money out on your window terminal, please smile because you are on Candid Camera! The OIG does this as it is easily recorded simultaneously on the P.O.S. and any surveillance camera, and means they are fishing for wrongdoing. They also usually bolt before your receipt is finished printing so they can accuse you of not following the procedure of handing out receipts. Please trust me. I have seen the footage. Get in the game! Get tough, and get together! In Union Unity.

Fifth Annual Scott Miller Rescuer's Award 2012

Attention all APWU Members: Boston Metro Local A.P.W.U. is proud to announce the Sixth Annual Scott Miller Rescuer's Award in memory of Scott Miller and in recognition of his accomplishments.

Scott Miller was a member of the Boston Metro APWU since 1985, a member of the Executive Board, a Trustee, and a shop steward at the General Mail Facility in Boston. Tragically, he passed away suddenly in August of 2006. Scott had many noteworthy accomplishments during his career but is especially remembered for several acts of lifesaving where his special training, emergency skills, and grace under pressure allowed him to resuscitate victims of heart attacks and choking.

This annual award is bestowed by the Boston Metro Area Local, to be given annually in recognition for life-saving acts and heroic actions of a similar nature. It will be bestowed upon that individual whose lifesaving or first aid response in an emergency situation best exemplifies the selflessness and competence demonstrated by Scott in similar incidents. The award consists of a certificate and a cash award of one thousand dollars. Full de-

tails of the award criteria and procedure are given below.

We encourage all APWU members **across the country** to submit nominations for this year's award to the address below. The award may be given to present and retired members of the APWU and to members of their immediate family. Nominations must be endorsed by your local APWU president or secretary/treasurer and must include a description of the act, the individual's relation to the APWU, and the full name and contact information of the nominee. Any documentation in the form of incident reports, newspapers, et cetera will greatly aid the Boston Metro Local in the deciding the winner of the award.

The deadline to submit applications for this award is **Labor Day 2012**.

Send nominations and supporting documentation to:

**The Scott Miller Rescuer's Award
Boston Metro Area Local 100, A.P.W.U.
137 South Street #4
Boston MA 02111**

**SCOTT MILLER
RESCUER'S AWARD**

Description: A Certificate of Award

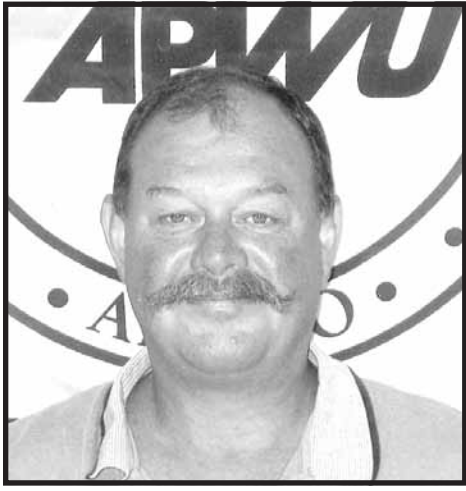
and a monetary prize of one thousand dollars (\$1,000), to be presented annually by the Boston Metro Local of the American Postal Workers Union, commemorating the lifesaving activities of our departed brother, Scott Alan Miller, and honoring those individuals whose acts of heroism and rescue best exemplify Scott's skill and sacrifice.

Criteria: To be awarded on an annual basis to that individual whose act or acts, in the opinion of the Standing Committee, best manifests the qualities honored by the Award. These qualities include heroism, rescue, life-saving, emergency medical response, bravery in the field of rescue, and other such attributes associated with the saving or attempted saving of human life.

Definitions: The Standing Committee will consist of the Executive Board of the Boston Metro Local in toto, and meeting in quorum. A majority vote is necessary for all decisions of the Standing Committee.

Eligibility: The Award may be awarded to all present and former APWU members and to members of their immediate family, including members of

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by Bill Weaver, MVS Craft President . . . — MVS Updates —

would it cost the Service when an employee resigns and then is rehired. I was told about five thousand (\$5,000) dollars apiece. This whole thing is ludicrous. I have filed two class action grievances on this issue. I have also recommended to the PSEs — **DO NOT RESIGN.**

ANNUAL BID

I have sent a letter to Steven Kennedy, Manager, Transportation & Networks, stating that Postal Vehicle Service (PVS) is exercising its contractual right to have an annual bid in March of 2012. Also, any limited duty employee who has not performed his bid for more than one year will not bid a run. Any Motor Vehicle craft employees temporarily detailed to a

non-bargaining unit position may not bid on vacant Motor Vehicle craft duty assignments while so detailed.

An employee detailed to a non-bargaining unit position (i.e. 204B) must return to the craft for a minimum of one continuous pay period before they are eligible to bid on a craft duty assignment.

NATIONAL LEVEL ARBITRATION

As a result of the new Collective Bargaining Agreement, all MVS part-time flexibles were converted to full-time regular status on August 27, 2011. They were given letters stating you will become an unassigned regular, then they were arbitrarily given assignments of less than 40 hours a week.

The union's position was management should have posted enough bids for all newly converted employees to bid on. They could have posted bids of less than 40 hours, but a minimum of 30 hours a week. Because the new full-time regulars are not guaranteed 40 hours a week, they are guaranteed a minimum of 30 hours a week.

If they did not bid a run, then management could assign the residual vacancies to them; but this did not happen. It is the union's position that unassigned full-time regulars in MVS are 8 hours a day - 5 days a week - for 40 hours. This was arbitrated on December 13, 2011. We are awaiting the arbitrator's decision.

The Postal Service never ceases to amaze me in their ever defiant ways of violating the Collective Bargaining Agreement. This time management at the national level in Washington, DC, unilaterally raised the nationally negotiated pay rates for level 7 Motor Vehicle Operators (MVOs) and level 8 Tractor Trailer Operators (TTOs) for Postal Support Employees (PSEs), without the concurrence of the union at the national level, as stated in the new Collective Bargaining Agreement, November 21, 2010 - May 20, 2015.

This all started when the new contract was ratified and implemented. The Postal Service was having trouble hiring MVO and TTO Postal Support Employees for the rates of level 7 - \$15.52, and level 8 - \$15.85, and initially they did get some. But as time went on the Service found it more and more difficult to attract new PSEs so management went to APWU President Cliff Guffey and discussed raising the rate, but there was no agreement. In fact, President Guffey flatly told them that he would not agree to raise the hourly rates for PSE drivers until certain other conditions of the contract, both stated and implied, were met.

Then, on or about January 27, 2012, Human Resources in Boston started calling all the MVS PSE drivers. They told them that if they resigned from the Service and got on the hiring register, they could get rehired at the new pay rate; but they would start a new period of seniority. They told the PSEs that if they did not resign, they would keep their seniority but would not get the new rate, but new hired PSEs would.

I had several concerns. First and foremost was that management was not authorized to raise the pay rate, and might not pay it. Second, if the PSEs resigned and someone in management had an issue (personality conflict) with a particular person, they might not get rehired as management gave no guarantee they would be rehired.

Third, "after an initial appointment for a 360-day term and upon reappointment to another 360-day term, any eligible non-career PSE employee who wants to participate in the Federal Employees Health Benefits (FEHB)" can do so. I am concerned that if a PSE voluntarily resigns before the initial 360-day term, the calendar will reset and start over again. Although management said it will not, I have not seen it in writing. I asked what

Fifth Annual Scott Miller Rescuer's Award 2012

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any actual extended family, provided the nature of the relationship is properly explained in the application. The Standing Committee is allowed to consider the degree of the family relationship and/or any relevant factors involving the nominee's participation in the APWU as a factor in the Award decision.

Nominations: Nominations may be made by any member-in-good-standing of the APWU. They must be endorsed by the individual's Local President or Secretary/Treasurer (or by the appropriate APWU official in the case of a Member-at-Large), and must include: 1.) a description of the act or acts that gave rise to the nomination; 2.) The APWU or family affiliation of the nominee; and 3.) The full name and contact information of the nominee.

By their endorsement the Local President or Secretary-Treasurer must certify the APWU membership of the person making the nomination, and is also certifying that the events described in the nomination are true to the best of their knowledge. Newspaper clippings and other relevant documentation (including Awards from other organizations or the United States Postal Service) will be considered favorably by the Standing Committee while making their decision.

Award Procedure: The issue of the *Bostonian* that is issued first in each calendar year shall contain an announcement of the Award and its criteria, to be drafted by the Local General President or his designee. That announcement will contain the criteria for the Award, all appropriate deadlines, all appropriate restrictions, and proper notice of the application process. The General President is authorized to send out such additional Award announcements as he deems necessary or desirable. The general principle is to circulate notice of the Award to the widest possible extent.

The deadline for nominations shall be included in the announcement, and shall not be earlier than Memorial Day or later than Labor Day of the year in question. In the event of a large number of applications, or for any other reason, the General President is authorized to form a Review Committee to review the applications, perform any necessary investigation, and, if desirable, synopsise each application.

Immediately after the first Executive Board meeting after the closing of the nomination period, the Standing Committee shall meet in executive session and review the applications for the Award, along with any comments provided by the Review Committee, if said Committee was convened. The Standing Committee may make a final decision on the Award at this meeting or may postpone (for any reason) the decision until immediately after the next Executive Board meeting.

The final decision on the Award must be approved by the General Membership at the regular monthly meeting. Interested parties will be afforded an opportunity to speak on the matter prior to the vote of the General Membership, subject to the normal rules of the Membership Meeting. Should the decision of the Standing Committee fail to pass the General Membership in a majority vote, the Standing

Committee will repeat the above process at the next monthly meeting and once again bring a recommendation before the General Membership.

The Standing Committee is not barred from recommending for the Award a nominee who has previously been nominated but who has failed to obtain the majority approval of the General Membership. In the event that the General Membership has not approved a nomination by the end of the December membership meeting, the Standing Committee is authorized to discontinue the nomination process and recommend donating the monetary value of the Award to a worthwhile organization, as described below.

Additional Provisions: The General President of the Boston Metro Local, APWU, is responsible for producing the actual Award Certificate. Any disputes or situations not covered in the above can be resolved by the General President, subject to the approval of the Standing Committee. In the event that no suitable applications are received for an annual Award, the Standing Committee may recommend to the General Membership a donation of one thousand dollars (\$1,000) in the name of Scott Alan Miller, to be made to an organization such as the American Red Cross, a firefighter, police, or emergency medical technician organization, or some such group concerned with rescue work.

Rally At Grove Hall Post Office

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by Wayne Greenside, Maintenance Craft President . . . **Revamped Maintenance Selection System (RMSS)**

OPEN SEASON

The March time frame noted in Article 38.5.B.7 of our national agreement is commonly referred to as “Open Season.” RMSS Open Season occurs every three years. This Open Season opportunity based on the contract language will be March 1st through March 31st, 2012. Maintenance positions in the entire installation are available for employees to submit “Attachment Two” applications to test and become qualified in order to be included on the appropriate Promotion Eligibility Registers during open season. Promotion Eligibility Registers are also used for lateral movements between occupation groups of the same level. “Attachment Two” applications are also to be utilized for maintenance employees to become qualified for equal

level lateral movements and for lower level positions that they may desire to downgrade to but have never actually tested and officially qualified for. Maintenance employees can request “Attachment Two” applications from their manager’s office or if the employee is in a station or branch they can be requested through the Boston P&DC manager’s office at 617-654-5115.

During the month of March 2012, Maintenance Craft employees who are not on a given Promotional Eligibility Register may apply and qualify for inclusion on that Promotional Eligibility Register. Higher level employees who do not hold RMSS qualifications for the lower levels can apply to generate test scores to establish those qualifications. Higher level employees who already hold qualifying scores for lower level positions or successfully generate those scores through this open season will not see their names listed on the Promotion Eligibility Registers because they are already in a higher level but their scores are still recorded within the RMSS. If you’re unsure of which qualifying scores you may have, you can request a record from the RMSS coordinator, Patricia

Matthews (the MOS manager at the Boston P&DC), at 617-654-5148.

Management should have posted notifications on the bulletin boards before March 1st of this open season year. Management must complete each applicant’s Maintenance Selection System process for inclusion on the promotion eligibility registers within 150 days from March 31, 2012. The maintenance employees who apply must receive their test results of their application(s) no later than one hundred fifty (150) days from March 31, provided the applications have been properly completed by the applicants. If it has been more than 150 days since an Attachment Two application was submitted, the employee should see their steward and file a grievance.

IMPORTANT NOTE: The Open Season opportunity is **not** for maintenance employees who previously received an **ineligible** rating for a given occupational group’s Promotion Eligibility Register. An employee with an ineligible rating from the MSS or RMSS for a given register must use the update process in order to be retested. An employee who needs to use the update process needs to submit a written request to be re-tested to the MSS coordinator (the MOS manager at the Boston P&DC) and may do so if it is has been more than 120 days since having taken their most recent test for the given register.

Once an employee completes the RMSS process and achieves a qualifying score for a particular occupational group and is placed on a Promotion Eligibility Register then individual Promotion Rejection forms for each occupational group can be utilized to designate which specific duty assignment (e.g. location, tour & n/s days) an individual is willing to be promoted into. It is my personal recommendation and that every member should take a very close look at this and to not let this opportunity pass you by. If you do let it pass by, you’ll have to wait until the next open season in 2015.

This next part of this article also deals with the RMSS. Due to the **potential** for excessing of maintenance employees from the Northwest Boston facility it is recommended that all maintenance personnel in all Boston Installation facilities participate in the RMSS Open Season. If management goes forward with their proposal to consolidate and close the Northwest Boston facility then the corresponding number of junior maintenance employees in each occupational group in all the facilities/locations of the entire Boston Installation could be impacted by movement of the Northwest employees due to any excessing.

This is **not** a notification of plant closure or excessing! As of the writing of this article no decisions have yet been made by management.

However, in order to provide a layer

of protection for maintenance employees who may be excessed or otherwise impacted by management’s proposal it is recommended that **all** maintenance employees fill out and submit an “Attachment Two” application and check off all the maintenance positions on the form that the employee does not currently have a qualifying rating for. Maintenance employees who are declared excessed can only be excessed into vacant positions. If there are insufficient vacant positions in their current occupational group then employees can be excessed within the same Installation into another maintenance craft occupational group of the same or lower level that the employee has a RMSS qualifying rating for. Then, if there are insufficient vacant positions of any kind within the Installation in the employees’ current craft that they hold a qualifying rating for then those employees could potentially be excessed to another craft in the same Installation that has vacant positions (such as Mailhandler or Letter Carrier, etc.). Finally, if there are insufficient vacant positions of any kind within the entire Installation for which the employee is qualified then the employee can be excessed outside the Installation; first into a vacant position within the same original occupational group and craft outside the Installation and then following the same order of placement as noted above outside the Installation. In any case of excessing, retreat rights back to one’s original Installation or occupational group and craft will be maintained as well as saved grade status for any employee who is excessed to a lower level position.

What this all boils down to is the recommendation for all maintenance employees to participate in the RMSS Open Season. This must be done in order to establish qualifying ratings within the system. (Entrance exam scores (outside tests) are not counted as RMSS qualifying ratings.) So maintenance members who hold the same position they were hired into should also apply for their current position as well as any positions previously held if they were acquired through the entrance exam process. The reason I recommend that all maintenance members participate is because a senior member of an occupational group who is not impacted could possibly volunteer to be excessed to a more personally desirable work location in lieu of a junior impacted employee and he/she may need to generate a qualifying score in order to do so.

Any potential for excessing from the Northwest Boston facility will be a complex undertaking. There are many variables that would have to be considered. The movement of more MPE equipment into the Boston P&DC

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2012 Scholarship Deadlines And Information

Following are the deadlines for scholarships that are available to sons and daughters of Boston Metro A.P.W.U. members, who are currently High School Seniors.

The **Local, State & National** scholarships are available to sons/daughters of both active & deceased members.

If you have any questions or need applications, please call the union office at (617)-423-2798.

National Scholarships - the E.C. Hallbeck & Vocational Scholarships (separate applications) must be **received** by National APWU (in Washington, DC) **by March 15, 2012. Applicants may apply for only either the Hallbeck or the Vocational, not both.**

(You can check the National APWU’s website at apwu.org. — under Pay & Benefits, go to Member-Only Benefits, then “Scholarships”.)

E.C. Hallbeck - \$8,000 (\$2,000 annually) to ten recipients towards 4-year college tuition.

Vocational - up to \$3,000 (\$1,000 annually) to five recipients — for up to 3 consecutive years of school. **Eligible programs can be of a nine-month to three-year duration.**

Local Scholarship, the “Matt Bowen Memorial Scholarship” — deadline April 15, 2012. Applications must be received in the Boston Local office by April 15th. Application can be found in this publication.

State Scholarship (APWU of Mass.) deadline - April 30 - application now available. Applications have to be **signed** by the President or Secretary of our local, & then sent to the Secretary-Treasurer of APWU of Massachusetts in Worcester, MA - **BY APRIL 30, 2012.**

APW - ABA (Accident Benefit Assoc.) Scholarship — deadline to be received at ABA office in NH B May 15, 2012. Application now available. You can access them at APW-ABA.org - click on “APW-ABA Memorial Scholarship” at top of page; or call the local union office and request them. Award is a one-time amount of one-thousand (\$1,000) dollars. One scholarship is awarded per year & will be paid directly to school that the winner designated on their application. Drawing to be held at ABA office no later than June of each year. It is a **strict “Luck of the Draw”.**

BIG SMILES. BIGGER SAVINGS.

Universal Dental Plan is Your
Dental Insurance Alternative!

APWU-Boston Metro is pleased to offer a membership-based discounted dental program to all members at 30% reduced rates effective January 1, 2012

Universal Dental Plan is a dental insurance alternative. It is a discounted dental program with network dentists offering their services to members at reduced rates according to their published rate schedule. To see the participating dentists and how much you can save, log on to www.universaldentalplan.com. The plan can be used as a supplement or stand alone. *This is a great way to save money on dental care without insurance.*

For an affordable monthly membership fee, members receive an initial and periodic exam at no charge and 20% to 50% discounts on all dental procedures.

- **No yearly maximums**
- **No pre-existing condition exclusions**
- **No age limitation**
- **No deductibles**
- **No waiting period**
- **No claim forms**

Sample Fee Schedule: Our reduced fee schedule shows exactly what each procedure costs with network dentists, as well as the usual fee and the savings.

	Member Pays	Usual Fee	Savings
Initial Oral Exam	No Charge	\$ 30.00	\$ 30.00
Adult Cleaning	\$ 66.00	\$ 98.00	\$ 32.00
Filling-(1 surface permanent)	\$1 02.00	\$ 148.00	\$ 46.00
Crown (Porcelain)	\$ 985.00	\$ 1350.00	\$ 365.00
Root Canal (anterior)	\$ 640.00	\$ 985.00	\$ 345.00
Excluding final restoration			
Gingivectomy (per quad)	\$ 425.00	\$ 635.00	\$ 210.00
Extraction (simple)	\$ 165.00	\$ 215.00	\$ 50.00
Partial Dentures (acrylic)	\$ 735.00	\$ 1125.00	\$ 390.00

APWU MEMBERSHIP RATE is PORTABLE; great for RETIREES and TERMINATED members...

In order to get the APWU BOSTON rates, please enroll online

- 1) www.universaldentalplan.com and go to sign up tab and
- 2) Use the Coupon Code **APWUBOSTON**

When you become a member of UDP, you'll first select a dentist from the Universal Dental Directory and will be charged according to the Universal Dental Plan Fee Schedule every time you visit the dentist. All you'll need to do is present your UDP ID card at the dentist's office and make your discounted payment at the time of service, unless other arrangements are made.

MEMBERSHIP PLAN OPTIONS	NON MEMBER RATES	APWU MEMBERSHIP RATES (30% off)
Family	\$ 14.60 / month	\$ 10.25 / month
2 party	\$ 11.25 / month	\$ 7.85 / month
Individual	\$ 7.95 / month	\$ 5.75 / month



20 Park Plaza, 4th Floor | Boston, MA 02116 (p) 617-859-1777 (f) 617-859-1441

Universal Dental Plan is a local company. Please call 617-859-1777 if you have any questions.

Rules And Regulations For Matt Bowen Memorial Scholarship Program

1. Applicant must be son or daughter of an active or deceased member of Boston Metro Area Local 100, American Postal Workers Union, AFL-CIO.

2. Applicant's parent must have been a member of A.P.W.U., in good standing, for a total of at least one year immediately preceding application, or must have been a member for one year

immediately preceding death.

3. Applications for a scholarship must be made on an official application form. Completed application forms must be sent to Bob Dempsey, V.P.-Treasurer of the Boston Metro Area Local, at the address below. The Scholarship Committee, including university professors, will make the decisions as to the awards. The

decision of the Committee will be final.

4. Applications received after April 15th will not be accepted.

5. Applicant must be a senior attending high school or other corresponding secondary school.

6. Applicants must take the Scholastic Aptitude Test. The S.A.T. scores, secondary school reports, and personal qualifications must be submitted with the application form by the requested deadline. Also, an essay of no greater than 300 words on a labor related subject must be submitted with the application.

7. Applicants will be judged by the S.A.T. scores, secondary school records, personal qualifications, major field of interest, references and an essay of no greater than 300 words on a labor related subject.

8. Scholarship recipient must attend an accredited college of his or her choice. The scholarship must be used towards pursuing an undergraduate degree.

9. The Boston Metro Area Local will award one four (4) year scholarship at \$1,000 a year. Scholarship award winners

may not accept more than \$7,500 from any other program, and if they do, they must decline the Matt Bowen Memorial Scholarship.

10. If the scholarship winner fails to attend college in the award year, the scholarship will cease.

11. Any parent in a supervisory or acting supervisory capacity will nullify the application of the student, regardless of local membership. A scholarship winner whose parent is in a supervisory or acting supervisory capacity during the term of the award will nullify the scholarship regardless of local membership.

12. In cases where both parents are employed in the Postal Service and one is a supervisor or acting supervisor and the other parent is working in the bargaining unit, this situation would deem the application valid.

13. Applications must be **received by APRIL 15th** and sent to the Vice President-Treasurer, Boston Metro Area Local, American Postal Workers Union, 137 South Street, Boston, MA 02111.

Revamped Maintenance Selection System (RMSS)

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would create vacancies or retirements of employees within each occupational group would also have an effect on how many employees are impacted and to what degree. The timing of the potential closure of other facilities in other Installations such as Shrewsbury, Brockton or Wareham can also have an effect as well. Bring any questions you have to the attention of your steward or you can call me at 617-728-4975 Sat-Wed 6:30am-3:00pm or write to me at the main union office or you can E-mail me at bostonmaint@hotmail.com.

In closing, try to stay positive. It is my sincere hope that the phone calls, visits or letters and e-mails that we all have written to our Congressmen and Senators throughout the country will cause them to wake up and actually fix the USPS accounting problem. I also

hope that the voting booth in every state this year will stop the current crop of Republicans from attacking us workers at every level. I, for one, will not vote for any politician who says we're being paid too much or that we're not paying enough for our health plan or not paying enough into our retirement plan. The comments and actions being put forth by the likes of Republican Congressmen Issa or Ross threaten our take home pay and ultimately our livelihood. Our union brothers are also at risk in the other states where Republican Governors Walker, Kasich and Brewer reign. Where will it all end? Contact your Senator or Congressman. Get them to help the workers of this country instead of the managers and CEOs. Remember, as Union brothers and sisters; "united we bargain, divided we beg".

DEADLINE
for the next issue of The Bostonian is
May 1, 2012

Any member or officer wishing to submit an article is advised to send it, typewritten and double spaced, to the Union Office by the deadline date. (Articles subject to editing and available space.)



BOSTON LOCAL - APWU
137 South St., 4th Floor
Boston, MA 02111
Address Service Requested

MATT BOWEN MEMORIAL SCHOLARSHIP APPLICATION

This application must be received by April 15th of the year of Graduation.

NAME (Print or Type) _____

HOME ADDRESS _____
(No. & Street)

(City) (State) (Zip Code)

Tele. # _____ - _____
(Area Code)

I will graduate from _____

High School, located _____

in _____ in _____ of _____
(City & State) (Month) (Year)

Major Field of Interest: _____

My parent is _____, who has been a member in good
(Name)

standing of the Boston Metro Area Local for the past 12 months and isn't in a supervisory or acting supervisory capacity.

Parent _____ Applicant _____
(Signature) (Signature)

OFFICIAL APPROVAL:

This is to certify that _____ is a member in good
(Parent)

standing and has been for the past 12 months in the Boston Metro Area Local.

President's or Vice President's Signature _____

Mail at once to: Bob Dempsey, Vice President/Treasurer
Boston Metro Area Local 100, APWU, 137 South St., Fourth Floor. Boston, MA 02111

MATT BOWEN MEMORIAL SCHOLARSHIP PROGRAM

Note: The Following Statement Must Be Signed By the Applicant

I hereby indicate my understanding that the decision of the Scholarship Committee of the Matt Bowen Memorial Scholarship Fund in the selection of scholarship winners is final and binding on all applicants. I understand that the union reserves the right at any time and without any given reason to terminate, cancel, or end the program provided that scholarships or awards already granted and/or announced shall run to the end promised and publicly stated.

In the event I successfully compete for the Matt Bowen Memorial Scholarship, I understand that if my parent becomes a supervisor or acting supervisor during the term of the scholarship, that the scholarship will cease.

I agree that should I become a successful candidate for the Matt Bowen Memorial Scholarship, I shall comply with all rules and regulations set down by the Committee for each scholarship. I understand that continuation of said scholarship shall be conditioned on evidence of satisfactory academic performance.

In the event I successfully compete for the Matt Bowen Memorial Scholarship, I hereby give my permission to the union to publish the attached essay, with my name, as was required for scholarship application.

Date _____ Signature of Applicant _____