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Vol. 36 No. 4

January-March, 2013

The President's Report . . .



by Paul Kilduff, Jr.,
General President

As everyone knows by now, another year has come and gone without any relief for the Postal Service from Congress. So basically the whole process starts all over again with new legislation which has already been submitted by Congressmen DeFazio and Lynch (H.R. 630 and H.R. 961). On the Senate side a friend to all Postal workers, Bernie Sanders, has submitted S. 316 which is titled THE POSTAL SERVICE PROTECTION ACT. "This legislation would help solve the Postal Service's financial crisis," said APWU Political Director Myke Reid. Myke also stated "Passing the PSP" would make many of the planned cutbacks in service unnecessary, give postal employees a greater sense of security, and give the American people a Postal Service they can count on for the future".

The Legislation would:

- Fix the Postal Service's immediate financial crisis by ending the mandate that requires the USPS to pre-fund healthcare benefits for future retirees — a burden no other government agency or private company bears;

- Allow the Postal Service to recover overpayments the USPS made to federal pension plans; (Congressman Lynch Bill H.R. 961)

- Re-establish overnight delivery standards for first-class mail, which would ensure the timely delivery of mail, help keep mail processing facilities open, and protect jobs;

- Protect six-day delivery;

- Allow the USPS to develop new products and services that would generate new sources of revenue, and

- Protect Post Offices by giving the Postal Regulatory Commission binding authority to prevent Post Offices from being closed based on the effect on the community and the effect on the employees.

BOSTON METRO LOCAL 100

Back To Square One

IS ASKING ALL UNION BROTHERS AND SISTERS TO CONTACT THEIR REPRESENTATIVES TO CO-SPONSOR THE LEGISLATION ABOVE AND SEEK PASSAGE IMMEDIATELY.

This is now the way of the world for all Postal Workers — probably for the rest of our Postal careers. We are unfortunate to have a Postmaster General that is merely a puppet for the Republican Party. It is no big secret that Congressman Issa and his buddies only want to dismantle the Postal Service and they have the Postmaster General in their pockets. This man has the guts to hold a press conference stating he is going to end 6 day delivery without the approval of Congress. What idiot does that?

The Postmaster General stated the elimination of Saturday delivery would eliminate 22,500 postal employee jobs. It is believed that that is closer to 35,000 jobs which will also have an impact on the private sector employees currently working for the Postal Service whose companies depend on Saturday delivery. I know many brothers and sister feel only letter carriers will be effected by the elimination of 6 day delivery . . . this is not true! The first numbers released show a net loss of more than 3,000 clerk jobs; so as you can see, this affects everyone working for the Postal Service, not to mention the USPS employs 108,000

military veterans, more the one-fifth of its workforce.

Recently, an APWU National Presidents' Conference was held in Washington D.C. which was also combined into visits to Capitol Hill to visit with as many Senators and Congressmen as possible. I, Bob Dempsey, Bob Keough, and Scott Hoffman met with Congressmen McGovern, Markey, Keating, Tierney, Lynch, and also Senators Warren and Cowan. After each visit we all left feeling that each one of

"You are our eyes and ears when violations occur, so we need any brother and sister to call us when you witness any violation. We must stop fighting amongst ourselves and realize who the real enemy is."

our elected officials has our backs. They all agreed with us that the time is now for a bill to be passed to help the Postal Service to remain vital to the America people and to also protect jobs for Postal workers. At each meeting I strongly stated that the American people, along with Postal Workers, are losing faith in the system. I stated it seems like nothing is getting done and it is hurting all of us. We need them to push this legislation through now and show us that they were elected for a reason.

As for news in our own local . . . this office is as busy as ever. With the recent retirements management has reverted many positions and hired many PSEs (Postal Support Employees) to fill vacan-

cies. I am hoping someone with half a brain in upper management will see that working with less is not better. Overtime is sky high in many stations and even in the plants. One has to wonder, again, who is running the show here in Boston? Moe, Larry, and Curley are alive and well still in this area. Let me see if I get this right . . . the Postal Service reverts positions, hires more PSEs, and give out overtime to include penalty overtime. Every one of these idiots making these decisions should

be fired today! What should be done immediately is to convert PSEs to career employees, and provide better service to our customers by adding more window clerks in each station. Then again . . . that is only me thinking out loud. Common sense

has never been applied by Moe, Larry, and Curley.

As usual, this office will fight the fight; but — as always — I ask for your support to help us fight the fight. You are our eyes and ears when violations occur, so we need any brother and sister to call us when you witness any violation. We must stop fighting amongst ourselves and realize who the real enemy is.

We have too many scabs freeloading that need to hear from you, the member. Let us organize and go forward to knock down any wall in front of us by the District Manager, Plant Manager, Postmaster, Area Manager, and the weakest of weak . . . the line supervisors.

Your Postal Support Employee (PSE) Rights And Benefits

Negotiated by Your Union - the American Postal Workers Union, AFL-CIO

The Union has negotiated on your behalf for your right to belong to our union with benefits and a living wage. Below is a summary of your wages, benefits and other protections under the 2010 - 2015 National Agreement between the American Postal Workers Union and the United States Postal Service.

Hourly Wages: PS Grade 3 - \$12.24; PS Grade 4 - \$12.63; PS Grade 5 - \$14.01; PS Grade 6 - \$14.89; PS Grade 7 - \$15.83; PS Grade 8 - \$16.17

Night Differential — increased premium for working between 6:00 p.m. to 6:00 a.m.

PS Grade 3 - 924; PS Grade 4 - 934 ; PS Grade 5 - \$1.05; PS Grade 6 - \$1.12; PS Grade 7 - \$1.19; PS Grade 8 - \$1.21

Contractual Wage Increases — 7% increase over the life of the current contract.

November 17, 2012, the hourly rates were increased by 2.0%.

November 16, 2013, the hourly rates shall be increased by 2.5% of the 2011 rates.

November 15, 2014, the hourly rates

shall be increased by 2.5% of the 2011 rates.

(All percentage increases are applied to the wage rates in effect at the beginning of the contract.)

Work Hour Guarantee: Two (2) hour work or pay when scheduled to report for work

Higher Level Pay for Higher Level Work: PSEs compensated for type of work actually performed

Enforcement of Overtime Provisions: time and one-half of straight time rate in

continued on page 5



As we begin another year, we are once again looking for some legislative relief/help to save the Postal Service. We recently attended the APWU National

by Bob Dempsey, Vice President/Treasurer . . . *Here We Go Again*

Presidents Conference in Washington, DC, and made the rounds on Capitol Hill March 4th and 5th to build support for the Postal Service Protection Act (S. 316/H.R. 630).

We in Massachusetts are lucky to have the delegation of legislators that we do, compared to some other parts of the country. The first meeting was with Congressman McGovern and it is always nice to hear right from the get go that they've already signed on to the Bill before you even have a chance to give them a flyer, which was also true

no wonder the Postmaster General can afford to travel all around the country doing television and radio interviews about how bad things are financially for the United States Postal Service. He has the luxury of having the largest staff at USPS Headquarters in decades. The facts are, while career employee and management staffing levels at the local level have declined by over 37% over the last 15 years, headquarters staffing has actually increased by over 53%. Career staffing levels at the local level declined over 11% in the past year while

L'Enfant Plaza seriously needs to be addressed. They reward themselves with bonuses and then ask everyone else to make sacrifices while waste, scandals and abuse stories out of L'Enfant Plaza hit the news wires all too often.

I've been saying for a couple of years now that Congress needs to send in a team of accountants and auditors to find out what's really going on within the Postal Service. They throw numbers out on their projected savings (on proposed cuts) and simply expect everyone to



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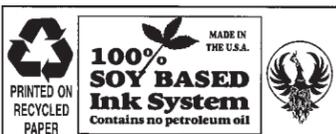
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AFFILIATIONS:

- 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



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United We Stand - Divided We Fall!

(Published Quarterly)

In 2001, the Ratio of Career Craft Employees to Headquarters Staffing was at a rate of 374.53 to 1.
In 2012, the Ratio of Career Craft Employees to Headquarters Staffing was at a rate of 161.38 to 1.
In 2013, the Ratio of Career Craft Employees to Headquarters Staffing was at a rate of 144.09 to 1;

	1997	PERIOD	PERIOD	1997	PP-5 2012
	5	5	5	THROUGH	THROUGH
	2012	2013	2013	2013	PP-5 2013

USPS HEADQUARTERS IMPACT

SENIOR MANAGEMENT STAFF	1,949	2,770	2,991	53.46%	7.97%
TOTAL HEADQUARTER'S LOSS OR GAIN SINCE 1997	1,949	2,770	2,991	53.46%	7.97%

MANAGEMENT (FIELD STAFFING) IMPACT

FIELD SUPPORT STAFF	8,666	6,690	6,294	-27.37%	-5.91%
GM / PM / INST. HEAD	26,256	21,656	17,369	-33.84%	-19.79%
SUPERVISOR / MANAGERS	35,708	24,335	21,957	-38.50%	-9.77%
TOTAL MANAGEMENT LOSSES	73,630	52,681	45,620	-38.04%	-13.40%

CAREER EMPLOYEE IMPACT

APWU - CLERK/MAINT/MVS/NURSES	336,422	192,455	159,543	-52.57%	-17.10%
NPMHU - MAIL HANDLERS	59,147	45,874	39,686	-32.90%	-13.48%
NALC - CITY CARRIERS	234,033	180,261	167,733	-28.32%	-6.94%
NRLCA - RURAL CARRIERS	49,957	64,960	64,030	28.17%	-1.43%
TOTAL CRAFT LOSSES (CAREER EMPLOYEES)	679,559	483,550	430,992	-36.57%	-10.86%

for Congressman Markey.

H.R. 630 currently has 62 Co-Sponsors as I write this article (also including Congressmen Keating and Kennedy). On the Senate side (S.316), we only have 11 Co-Sponsors but once again it was nice to hear that Senator Elizabeth Warren had signed on before we met with her on Tuesday. If your representative is not mentioned above please contact them to sign on and support H.R. 630 and everybody should contact Senator Mo Cowan to sign on and support S.316.

Another important thing we talked about with our legislators was the fact that the PMG Donahoe cannot be allowed to cull us out of the Federal Employees Health Benefit Program (FEHB) and start his Postal HMO. This proposal/suggestion would be catastrophic!!!

I want to share with you an email from Sam Wood (President — Southwest Florida Area Local) because this is another subject that has been driving me crazy;

USPS Cuts Career Employees While USPS Headquarters Staffing Grows To All-Time High. There is

at the same time USPS Headquarters staffing went up almost 8%. Customers are the biggest loser as they have longer waits in line and diminished delivery service.

The above is a great example of what is wrong with the Postal Service. The country club that has been created at

believe them without providing any supporting documentation when requested.

How can anybody believe they are serious about saving money when they continually try to shift work from the bargaining unit to a managerial position or subcontractor at a higher rate of pay?

— 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 Robert Keough, Director Industrial Relations . . . **Major Victory For The Union**

a strong local. We are only as good as our stewards and we have some good ones — but we need more. Please consider stepping up and giving it a shot.

I recently attended a Presidents' Conference in Washington, DC. I found it to be very informative. Many locals face the same difficulties as we do. Many good ideas and strategies were discussed. There are also locals facing bigger challenges; many have had many employees excessed. Many have had their plants shut down. We have had a continuous running battle on these same issues here in Boston. We have been successful in stopping many of these proposals. On

February 6th, Boston officially was notified that the pending excessing to clerks has been canceled. This is good news and was only achieved through the hard work of local officers, along with our NBAs.

Another purpose of the Presidents' Conference is to lobby our representatives. We are fortunate here in Massachusetts to have an elected delegation that supports Postal Workers and their families. On behalf of the local, it was an honor to meet with Congressmen Tierney, Markey, Keating and with Congressman Lynch's staff as well. Our entire delegation also met with newly elected Senator Elizabeth Warren. It was great to hear that

each knew our issues and the problems facing us. All pledged their support.

If you see a contract violation, I urge you to contact the union. Management does not understand anything other than what they are made to. It does matter. We have to protect our work!!! It really is just a matter of time before management will be looking to eliminate hours in your office.

Lastly, I wanted to publicly thank Dale Denham for the great job he is doing for the local. Dale stepped in to cover for a couple of Area VPs who were out because of health reasons. Thanks, and have a great summer!

In one of the first decisions interpreting the 2010 Collective Bargaining Agreement, Arbitrator Stephen Goldberg ruled on March 4, 2013, that the USPS decision to subcontract Postal Vehicle Service work throughout California violated the contract. Arbitrator Goldberg rejected the USPS assertion that the Postal Service can overlook higher subcontracting costs when making outsourcing decisions. **THIS IS A MAJOR VICTORY FOR THE UNION.** This ruling has implications for all crafts. Other national level decisions are expected over the next few months. For more — check out apwu.org.

By now, most everyone knows of or is working alongside a Postal Support Employee (PSE). The contract places limitations on the number of PSEs that can be employed in the installation. The local monitors this closely. Recently, due to the VERA, we have seen a large number of PSEs hired. The overwhelming majority of PSEs join the union. They are considered non-career but the path to career employment begins as a PSE. They enjoy many, but not all, of the contractual protections of career employees. PSEs have the same "just cause" rights as a career employee. This fact was reaffirmed recently with a sign-off between the union and postal management. Among other things, it states that any discipline issued to a PSE must be for just cause and be corrective in nature. It also makes it clear that PSEs will not be denied work as a substitute for discipline.

Locally, many of the positions vacated by recent retirees have not been posted. Management is attempting to revert these jobs. Grievances have been initiated to get these jobs posted for bid. Grievances have also been filed on behalf of the unassigned clerks in the local. We will not tolerate management violating the contract. The battle never stops.

We have also filed a grievance on behalf of employees that were unable to report to work due to Hurricane Sandy. Yep, believe it or not, management doesn't want to pay them! We are scheduling arbitrations just as fast as we can get dates. Through all this local management continues with Function 4 Audits and job abolishments. It's a busy time. If you have ever considered being a steward, I urge you to contact me. We need good stewards. The Boston Local is

Injured At Work? A Traumatic Injury? Do You Know What To Do?

by Paul Kilduff, Jr.,
General President

The most common injury is the traumatic injury. This is defined as a wound or other condition of the body that is caused by external force, including stress, identifiable in time and place, and that is the result of an incident or a series of incidents that occur during a single workday.

Example: *You are working at your case and your supervisor approaches you and starts yelling at you in a very loud voice in front of all your co-workers. If this action causes you to be stressed at that time, then this is a traumatic injury.*

Why? Because this one incident occurred in a single workday and you can identify the time and place. In all stress claims, it is very important that you have witnesses to back your claim that your supervisor yelled at you.

Example: *You were lifting a heavy package or just dispatching heavy tubs on a machine and felt a sharp pain in your back or legs. This is also a traumatic injury.*

Why? At 11:00 P.M., you were lifting a tub or package and felt this pain. You can identify the time and place of this incident, so this is a true **traumatic injury**.

The most important part of a traumatic injury that I hope you remember is if you know when the **injury occurs** and **what you were doing** at that time . . . then you know it's a **traumatic injury**.

NOW THE MOST IMPORTANT PART OF THIS ARTICLE:

After you know you are injured, it is your responsibility to report the injury **immediately** to your supervisor. This means any injury, for example, paper cut, an insect bite, a scratch anywhere on your body, muscle pull, dust in your face, slipping on anything on the floor, food poisoning in the cafeteria, and even having a jitney hit you.

A. If your supervisor knows his job, he

will have you fill out a **CA-1, Notice of a Traumatic Injury, and Claim for C.O.P.** Don't let the supervisor tell you to wait a couple of hours to see how you feel. **The single biggest mistake people make is not reporting the injury and thinking the injury is not serious.** The next day you wake up and can't get out of bed be-

cause of pain. You go to work and finally report the injury to your supervisor and he will say to you, "Why didn't you report it yesterday?" You will now be **disciplined**, and your claim will be controverted. Don't make this mistake. Report any injury **immediately to your supervisor.**

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Welcome New Members

Finness Avant Jessica K. Cook Mariha I. Fisher Ronald B. Martineau David L. Alexander Robert E. Allen Eric A. Arria Todd Braid Paul C. Carloni Michael A. Farrier Donna S. Grant David J. Green Jason F. Jackson Edward J. Jones Juan Maximo Jason M. Melaugh Benjamin J. Dzedulionis Edward J. Reed, Jr. Nerva St. Fleur, Jr. Elwin C. Samuel David Santos Neil J. Stone Mei F. Tseng Bhumi N. Aryal Ryan E. Ford Kristie M. Guerrero	Duane A. Magee Nicole B. Moore John M. Tebo Bruce Weinstein Philip B. Braverman Stephen M. Gleason Charles H. Hanlon Christopher J. Longval Keith A. Williams Jessica X. Alvarez Diana L. Bookhart Wayne J. Curran Reynold Desir Benjamin P. Gaeta Richard Lauro Juliet McClain Elizabeth N. Noel Femi O. Oparinde Eric Rodriguez Erica D. Adams Marini A. Allen John P. Attridge Kyle A. Darlington Angela J. Dorvilus LaToya R. Howard Dean Carlos Malcolm Tilak C. Pokhrel Jermaine A. Stuckey	Sahra A. Tahlil Kamal Talbi Courtney L. Manley Sandip K. Bhattarai Samir Bonilla Teresa A. Brown Jonathan J. Caissie Janine L. Casey Reginald Duplessy Marcel L. Gob Thomas R. Fay Yarelis Gonzalez Brandi J. Harris Paul R. Howell Darnell R. Hydes Milton G. Jordan Vera M. Kaufmann Krishna P. Lamichhane Kwok Lee Moises Lendor William R. Mason Devin W. O'Connor Kofi A. Oppong Sheetal M. Patel Julie D. Podier Felicia D. Scott Kelli A. Swan Roslyn W. Wetherald
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by Scott Hoffman, Clerk Craft President . . .

God Helps Those Who Help Themselves

truths by the media. Need I go on?

Apathy is the shield of cowards and sloths. There is no time for soft and gentle coaxing. FIGHT or PERISH! Brothers and sister, things don't just happen. What you see is the result of action. Deliberate action. Well planned action.

are doing what is necessary to turn public sentiment by putting forth misinformation via mass media. They are helping themselves by doing. Even though their cause may be ungodly, they are following the maxim — *God helps those who help themselves.*

welcome as they will be useful in detailing harm and would be helpful to possibly establish some type of clerical administrative position via a grievance. This stuff did not happen when bids were administered by clerks.

The Postal Service denies any problems, has no intention of voluntarily changing anything, diminishes the negative effects, and generally does not care! I would like us to make them care. Write me. Contact me.

Finally, I have heard from the mouths of sitting Congressmen. The Plan is to privatize. I have researched reports that are so superficial and out-of-context that any high school graduate can see they are a lie. We need to stop this. It is our turn on watch. The times may have made our turn on watch a little harder, but that is no excuse to not do what is right, or our duty. We cannot let an institution mandated by the Constitution to universally serve the citizens of this country perish, to enrich a select few. We cannot relinquish reasonable middle-class jobs into low-paying, part-time jobs which are unable to sustain family life, so that the "haves" can pocket the difference. Remember, God helps those who help themselves!

In Unity.

God helps those who help themselves. This is a time tested and true adage. It is a philosophy we must adopt, whether one is a bible thumper or not. Quite simply it means one's chances for success or survival are elevated exponentially dependent on how much effort you put in to making it happen. Simple, and yes it depends on how much effort and action you put in.

When I say "you", I mean me and everyone else whose paycheck comes from being a postal worker. This means STOP waiting for someone else to save your job. STOP waiting for someone else to fight your fights. STOP waiting for someone else to speak up . . . someone else to file grievances . . . someone else to follow the rules as they exist . . . someone else to take the lead and refuse to cut corners . . . someone else to contact the elected officials to let them know about the fraud being perpetrated on the American public . . . someone else to educate your neighbors, family and friends as to the garbage being peddled as news and

"We cannot relinquish reasonable middle-class jobs into low-paying, part-time jobs which are unable to sustain family life, so that the 'haves' can pocket the difference. Remember, God helps those who help themselves!"

What is happening to the Postal Service, our rights, the middle class is because other people are doing, fighting, and taking action to serve their own agendas. Big Business is doing what's necessary to get their hands on our work. They are doing what's necessary by influencing elections to put people who will serve their agendas in place. They are doing what's necessary so that the right Postmaster General and staff is in place to dismantle from within.

They are doing what is necessary to ensure legislation is either put in place (2006 Postal Accountability and Enhancement Act) to kill us, or block any that is of a stabilizing or restorative nature. They

When I write these things, I am reporting back to you what I know. I am trying to educate as to what's going on and what needs to be done. I am not about bombastic rhetoric. By virtue of this position, I have a seat which has a greater view of the playing field. I bring back to you what I see, what I know. To be dismissive is to be apathetic. My views on apathy have been already expressed.

Locally the bid processing is an abomination! Postings rife with misinformation, conflicting information, missing information, are the norm. Cancellations and delays in placement — commonplace. Statements from clerks in the field are

Injured At Work? A Traumatic Injury? Do You Know What To Do?

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B. There will be a box titled **C.O.P.** on the CA-1 that you should check off in case after your doctor's visit he should disable you for a day or a month. C.O.P. is **Continuation of Pay** so your pay will not be interrupted just as if you were still working each day. You are entitled to 45 days C.O.P. when claiming a traumatic injury. **Due to a recent change in regards to C.O.P., you must use your own leave for the first three (3) days before C.O.P. kicks in. If you are out more than fourteen (14) consecutive days, then an adjustment will be made to give you your leave back. Simple terms: Your leave will be converted to C.O.P. and your leave will again appear on your paystub if you are out more than fourteen (14) days.*

C. If your injury is **not an emergency** (any bleeding, heart attack, eye injury, broken bones, or just anything that stops you from driving your car), then you should call your doctor for an appointment, or go to the same hospital where your treating physician practices, and go to the emergency room for treatment. You should never go to any postal contract physician if it's not an emergency. If you are told you have to go to their doctor . . . **call for a steward immediately!!!** If you are forced to go to

their doctor, never make a follow-up appointment. Tell the contract physician that they can examine you, but not treat you. **Go to your own doctor!!! The second doctor will now become your treating physician.**

Example: *It's 1:00 A.M., and you hurt your back lifting a tray in automation. Report it to your supervisor, fill out a CA-1 and check off C.O.P. If you can drive and walk OK, then go to your hospital of choice. Go to the emergency room and make a follow-up appointment with your own doctor.*

D. There are two forms you should be given to take to your doctor by your supervisor.

1. **CA-20, "Attending Physicians Report"**. Your primary care physician should fill this form out after he treats you. The CA-20 should have a diagnosis. If you're disabled, the CA-20 should state **how long**, and it must be **signed by a doctor — not a nurse.**

2. **CA-16, "Authorization for Examination and/or Treatment"**. This form will let your doctor know any treatment given to you will be paid by the Department of Labor for sixty (60) days. This form only comes with a CA-1 and when you are going to see your doctor or your own

emergency room on the same night of your injury. Your supervisor is obligated to give you this form within four hours of your injury. All you have to do is state, "I don't want to be treated by the Postal Service's doctor; I'm going to my doctor or hospital today or tonight". The CA-16 must be filled out by your supervisor with the hospital's name on it before you leave work for treatment. If your supervisor does not give you one, ask for a steward before you leave for treatment. Most supervisors do not have a clue what a CA-16 is, nor where to find one.

E. Once you receive treatment from a physician and he fills out the CA-20 disabling you from work, it is very important you get the evidence in within ten (10) days of filling the CA-1. If this deadline is not met, you will not receive C.O.P. Once again . . . if disabled . . . medical evidence must be turned in **within ten (10) days** with a **diagnosis**, and **signed by a doctor** (not a nurse).

F. To be eligible for C.O.P., the form CA-1 must be submitted within thirty (30) days of your traumatic injury. I can't stress enough how important it is to **notify your supervisor** for any injury **immediately** — and just as important to fill out the paperwork for the injury as soon as possible.

HERE'S A RECAP ON WHAT TO DO IF YOU HAVE A TRAUMATIC INJURY:

- Notify your supervisor of your injury immediately.
- Fill out a CA-1 - and check off C.O.P.
- A filled-out CA-20 with a diagnosis and signed by a doctor - not a nurse.
- A filled-out CA-16 by your supervisor
- Medical evidence disabling you must be in within ten (10) days of a completed CA-1.
- A CA-1 must be turned in within thirty (30) days of the injury to be eligible for C.O.P. (Continuation of Pay).

I hope this article will help you if you are ever injured at work. Your supervisor should know what to do, but in most facilities, supervisors do not want to do the paperwork. It's their job to help you when you are injured. Don't let anyone talk you out of filling out a CA-1. You have to protect yourself because no one else will. I am tired of getting the same call day after day, "I got hurt two weeks ago and didn't report it because I didn't think it was anything bad". Please, don't make that mistake. If you've learned anything from this article, it is to report your injury **immediately to your supervisor.**

by Dennis O'Connor, (A) MVS Craft President . . .

Landmark Arbitration Award Reshapes California PVS Subcontracting

Ruling Has Implications For All Crafts

In one of the first decisions interpreting the 2010-2015 Collective Bargaining Agreement, Arbitrator Stephen B. Goldberg ruled on March 4 that the USPS decision to subcontract Postal Vehicle Service work throughout California violated the contract. "This is a big win," said President Cliff Guffey. "It demonstrates that the 2010-2015 Collective Bargaining Agreement strengthens our ability to protect APWU jobs."

Arbitrator Goldberg rejected the USPS assertion that the Postal Service can overlook higher subcontracting costs when making outsourcing decisions. "The Postal Service can no longer justify contracting out work that would be less expensive to keep in house" on the grounds that it has given due consideration to cost as well as other factors outlined in the Collective Bargaining Agreement, Goldberg wrote. A Memorandum of Understanding negotiated as part of the 2010 Collective Bargaining Agreement states that if work can be performed by postal employees at a cost that is equal to or less than the cost of subcontracting, it will be performed in-house.

Each of the factors listed in the CBA must be considered, the arbitrator wrote, "but if factors other than cost do not rule out keeping work in house, and the cost of keeping work in house would be less than contracting out, both the text and the bargaining his-

tory of the Contracting MOU require that the work be kept in house."

Goldberg also ruled that the Postal Service must follow steps outlined in Article 32.1.B of the Collective Bargaining Agreement before it can make and implement a decision to contract out PVS in California. In doing so, he rejected the USPS assertion that Article 32.1.B does not apply to PVS. Motor Vehicle Craft Director Bob Pritchard praised the ruling. "This award will help us continue the fight to protect jobs," he said. "That's a fight we intend to win."

This Could Be You – Protect Your Jobs – Follow The Dock S.O.P.

A mishap involving a tractor trailer sent thousands of pieces of mail onto a Bucks County road in Warrington Pennsylvania early Monday morning. It was around 7:15 am when the mail spilled from a tractor trailer owned by a subcontractor in the northbound lanes. The cargo was in wheeled yellow carts and held in place by a strap (1). The strap broke loose inside the truck and the carts smashed through the back door. Postal employees picked up the mail and loaded it onto another truck. It was re-sorted throughout the day. It took about two hours to clean up the mess and the mail was delayed for 24 hours.

MVS DRIVER FIRED FOR

NOT FOLLOWING S.O.P.

MVS BEGIN AGGRESSIVE 1767 CAMPAIGN

I warned expeditors and Motor Vehicle Operators that this would happen. A PSE who was still within his ninety (90) days was fired for leaving the dock with his door open. Everyone MUST follow and implement the dock S.O.P. Yellow boxes must be locked at all times (with or without the keys in them). If that causes your trip to be late, so be it. Expeditors should be scanning the actual time that the MVOs leave; management should not be telling you the time. Drivers should wait until an expeditor is present, and if it makes you late, that is their issue, not yours!

Work Safe!

Stewards from MVS have aggressively started writing and will continue to write up 1767s when a violation of the dock S.O.P. occurs, especially with the yellow boxes. If you feel that there is a safety issue, write a 1767 and hand it to your immediate supervisor. Get it on paper. It's time to start a paper trail on this and other safety issues that are being ignored by plant management.

As I stated in a previous article, "The yellow Boxes are the key to the dock S.O.P." MAKE SURE THE KEYS AND THE BOX ARE LOCKED AT ALL TIMES!

Protect your Jobs!

Your Postal Support Employee (PSE) Rights And Benefits

continued from page 1
excess of forty (40) hours

Annual Leave Accrual: One (1) hour for every twenty (20) hours of work — up to four (4) hours accrual — per pay period

Vacation Choice: Preferred choice will be in accordance with the rules of the local Memorandum of Understanding.

Unused Leave Cash-In: Employees receive a lump sum payment for any earned leave during their break in service.

Holiday Scheduling Rights and Provisions: Pecking order in accordance with the local Memorandum of Understanding

Health Benefits AFTER One (1) Year: After your first 360 day term, you can sign up for health benefits. The Postal Service will make a contribution in the amount of 75% of the total premium for any PSE who selects the APWU Consumer Driven Health Plan (CDHP). Learn about the APWU Consumer Driver Plan at apwuhp.com.

Job Security Provisions: Termination prior to expiration of term (other than lack of work) must be for cause. Must have a reason to fire and must have written notification. Just Cause can be challenged in the grievance procedure.

Re-appointment by Seniority: When separated due to lack of work, re-appointment will be by PSE seniority.

Path to Career: Appointment to career jobs by seniority and qualifications among PSE employees.

Preferential Career Appointments

— Appointment to career positions prior to hiring new applicants.

Representation in the Grievance Procedure: You have a right to file under the applicable articles relating to PSE employees. (Note: not all articles apply to PSEs.)

Reduced rate of union dues: A minimum of \$12.85 per pay period unless otherwise determined locally.

Enforcement of the Family and Medical Leave Act — Once eligible for FMLA, your rights will be monitored and enforced by the Union. To be eligible, an employee needs **365 non-consecutive days of employment and 1250 work hours from the previous year.**

Protection under MOU's — You cannot be forced to use your personal vehicles while on the clock. Entitled to leave sharing, leave without pay, leave provisions for blood and organ donations.

Enforcement of Rights under Workers' Compensation: Protection if you are injured on the job.

Right to join our union and to become a union steward

Union Plus Benefits — brought to you by Union Privilege, established by the AFL-CIO to provide consumer benefits to members & retirees of participating labor unions. The discounts include: Discounted Mortgages; Auto Buying Service, Car Insurance, Credit Care Services; Health Care Services, Computer, Wireless Phone Discounts,

and Legal & Education Services.

Have a voice and vote — By signing the PS1187 you now have a right to a voice and a vote within your local union, and the right to vote in national

APWU elections. This will allow you to give input into future contracts and benefits negotiated on your behalf and how your local and national unions are run.

2013 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 and State Scholarships are available to sons/daughters of active & deceased members. The National scholarships application deadline was March 15.

Local Scholarship, the "Matt Bowen Memorial Scholarship" — deadline April 15, 2013. Applications must be received in the Boston Local office by April 15th.

State Scholarship (APWU of Mass.) deadline — April 30, 2013.

Applications must be signed by the President or Secretary of the local to which your parent belongs (Boston Metro) for verification, and then sent to the Worcester address on the application by April 30th.

APW - ABA (Accident Benefit Assoc.) Scholarship — deadline to be received at ABA office in NH — May 15, 2013. Applications are now available. You can access them at APW-ABA.org — click on "APW-ABA Memorial Scholarship" at top of page; or you can call the local union office and request them. (Applications not available yet)

The Award is a one-time amount of one-thousand (\$1,000) dollars. One scholarship is awarded per year and 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".



by Wayne Greenside, Maintenance Craft President . . . **Finally It's Spring Again!**

Spring time is usually thought of as a time of rebirth. The trees sprout new leaves and the grass turns green once again. The snow is finally melted and the warmer days seem to put that spring in everyone's step with the hope of good things to come. I only wish that same idea would always hold true for the USPS. As union officers and stewards, along with the rest of the union members, every new season is just another time of battle. It is a constant fight to try and resolve differences with USPS management as well as trying to maintain many of the benefits that we already have.

It never ceases to amaze me that someone from Postal Headquarters will try to come up with a new idea that is supposed to somehow make the Postal Service perform better or be more cost effective. Recently everyone who read our National APWU magazine saw Maintenance Craft Director Steve Raymer's article on management's "Six Sigma" business concept. The Postal Service tries to employ the variation of it called the "Lean Six Sigma" which applies to workrooms and factories. The concept is for more standardization, increased speed, flexibility and responsiveness. Like Steve Raymer said in his article, "Sound Familiar?"

Well here in the Boston Metro Area Local we're being fed the same idea. Many of us in this local have received Voice of the Employee (VOE) surveys. This is one way that management says that they are

trying to increase employee involvement which is really aimed at getting workers to suggest better ways of doing things and ultimately eliminate someone else's job. As Steve Raymer said, "Of course, down the hall, another management group is figuring out how to eliminate your job". That's why our Local President, Paul Kilduff, is asking everyone to send into the union hall their uncompleted surveys for the local raffle.

By denying management our participation we won't be a party to falsehoods that will result from those skewed "gathered statistics". We don't want to be a party to management's feeding of misinformation to arbitrators if we need a ruling on our next contract. Also, we don't want to have that skewed info in the realm of public opinion either. As the Postmaster General continues

Tour-2 will be designated as the preventive maintenance tour with 8 ETs and 6 MPE mechanics. The mechanics will have bids with very early morning start times mainly for dealing with the SAMP part of the FSS machines.

The recent retirements in our local have lessened the number of those people who will be impacted, but not all. The Building Equipment Maintenance section is not expected to have any staffing reductions and the Building Services (custodial) section staffing is also supposed to remain the same as well with the exception of some N/S day changes related to the jobs left behind by the folks that retired. As far as the recent custodial vacancies are concerned, they should have been posted for bid and the residuals that remain vacant after the

use the machine and personnel moves out of Waltham as their trigger. But of course Waltham is part of the Boston Installation and therefore that situation didn't qualify as an Installation consolidation.

On another note, I must remind everyone of how our maintenance bidding system works. Our bidding system is for the career employees and operates on the "round-robin" concept. When a job that becomes vacant due to attrition (e.g. retirement, resignation, promotion, death), management has 30 days to either post the duty assignment or notify the union why it is being withheld. After the duty assignment is posted for 7 days it will be filled from the Preferred Assignment Register (the dream sheets) and then the computer system will continue to fill the

other vacancies that result from that first movement until a residual in that occupational group is left over and then the computer system will go to the Promotion Eligibility Register (PER) and fill that residual. Then the system goes back through the dream sheet process for that new vacancy that resulted in someone

being promoted.

For example, this process could proceed from a vacant ET duty assignment that was posted all the way down to a final vacancy in the Laborer-Custodian occupational group. What this all means for each and every one of us is to make sure that our Preferred Assignment Selection forms are up to date. Also, and I can't stress this enough, it's even more important that all your Promotion Reject forms are on file if your not currently interested in being promoted to an occupational group that your listed on a register for which could get filled through this process. Don't assume that because a specific job isn't posted or that you're so far down the list that you won't have to worry. All the people above you could have a rejection form on file leaving the promotion to you. This "round-robin" process can fill jobs that you won't see posted. Only the initial vacancy is posted. So you should have both of those forms on file by the closing date and time listed on **any** bid that is posted.

Lastly, it's my sad duty again to report to the membership the loss of one of our own. This past March, Tour-3 Laborer-Custodian Victor Ferguson passed away. Victor came into the Maintenance Craft way back in 1982. Victor was a different kind of guy with a very unique personality. He was a huge sports fan and for those that knew him they also knew another side of him not often seen by everyone. Victor was a very kind hearted person. If someone was out sick, he was one of the first people to donate annual leave to them or to take up a collection for them. I hope that in his passing that he didn't suffer. Rest in peace, Victor.

"This "round-robin" process can fill jobs that you won't see posted. Only the initial vacancy is posted. So you should have both of those forms on file by the closing date and time listed on any bid that is posted."

to undermine the capability of the USPS to process and deliver the mail, he is driving us into irrelevancy. He is giving the likes of Congressman Issa the opportunity to keep poking us with a stick all the while Issa hides his chop axe behind his back waiting for the moment to strike, cutting up the USPS and then feeding it to the privatization wolves.

Here on the home front, we continue to deal with the pending reduction of maintenance employees at the Northwest-Boston plant. Management has come up with another staffing arrangement for the MPE section personnel. With only the 3 FSS machines and 2 AFSM 100 machines they have decided to staff only 7 ETs and 1 MPE mechanic on each of Tours-1 & 3.

round-robin selection will be filled under the contract by PSE custodians. Until we reach the PSE percentage cap within the entire Greater Boston District, none of the PSEs will be converted to career appointments.

The other elephant in the room is the MOS clerk staffing. We have been back and forth with management over this issue so much that it gives me a headache. The MMO-057-12 that was foisted upon us by Postal Headquarters was the result of a nationwide survey done a few years ago of MOS clerks where management gathered information at selected sites on the various tasks that are being performed by the MOS clerks every day. Here in our local the MOS clerks provided very positive info for the survey detailing the many different tasks they perform but alas, elsewhere in this great and wide country of ours, other MOS clerks did not do so well. Management gathered enough negative statistics and info that they were then able to build a case to reduce the ratio of MOS clerks to all the maintenance employees they support.

The former criteria had been 1 MOS clerk for every 14 maintenance employees supported and now the new MMO sets it at 1 MOS clerk for every 20. This will leave the Boston GMF with only 11 MOS clerks and Northwest with only 3. In trying to offset this, our National APWU Maintenance Craft officers were only successful in negotiating an upgrade for all the level 6 MOS clerks to level 7 and a delaying of the implementation of the MMO staffing change for 1 year until June 2013. There was an additional trigger for management to make the changes earlier and that was if there was a consolidation of two Installations. Management tried to

MAIL COUPON

Boston Metro Area Local 100 COPA Fundraiser

Tickets for the Spring COPA Fundraiser are now available. Time is running out. Please see your steward or call the local union office at 617-423-2798 for tickets. Raffle will take place at the Steward Seminar in May.

**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

Sixth Annual Scott Miller Rescuer's Award 2013

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 lifesaving 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 details 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 2013**.

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 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.

BOSTON METRO LOCAL AGREEMENTS ARE NOW AVAILABLE FOR MEMBERS

Boston Metro A.P.W.U. Local Agreements are now available for all Boston Metro Local members. If you would like a copy of the Local Agreement, please ask your steward or call the union office at (617) 423-2798.

DISCOUNT MOVIE FORM

NAME: _____ Employee ID # (EIN): _____

ADDRESS: _____ CITY: _____ STATE: _____ ZIP: _____

CINEMA REQUESTED

[] SHOWCASE - # of Tickets at \$7.00 = \$ _____

[] A.M.C. CINEMA - # of Tickets at \$5.50 = \$ _____

TOTAL ENCLOSED \$ _____

- Limit of ten (10) tickets per order for each cinema
- Enclose check or money order made out to: BOSTON METRO APWU
- Enclose a stamped, self-addressed envelope.

* Mail to: Bob Dempsey, V.P./Treasurer
 Boston Metro Area Local #100, A.P.W.U.
 137 South Street, 4th Floor, Boston, MA 02111

— A Line In The Sand —

by Steve Albanese

This will be the fourth installment of the history of the Boston Local and it by far will be the most interesting as the build up to the 1978 negotiations were as tense as I ever experienced. By now powerful people in the country were beginning to notice the success we were having at the bargaining table and pressure was being put on the Postal Service to reverse or at least slow down that trend. Within the Union there were internal disputes as well. Our first President, Stu Filbey, had died and a new president, Emmet Andrews, was at the helm. APWU union leaders around the country were demanding that we continue to take an aggressive position at the bargaining table but President Andrews was taking a moderate approach to the bargaining.

The Union had adopted a no contract no work mandate which meant that if no contract was reached by the deadline of July 20, 1978, the National President was required to call a strike. As we moved through the summer months, this became a huge media story. The business world still had vivid memories of what happened during the strike of 1970 and they were determined to stop it from happening again.

Because this was such a large story, I was being interviewed on a daily basis and began to form relationships with the Boston press. This would prove to be critical to the local as time went on that summer. My closest relationship was with WEEI talk Radio.

As we approached the deadline date, the likelihood of a postal strike looked almost unavoidable. The Inspection Service, along with the Justice Department, was preparing to serve injunctions to all local Union officials in an effort to prevent them from calling any union meetings that could lead to a strike vote. I received a call from Ben Zemsky, who was the Director of Organization at that time. Ben told me that US Marshals were in the field serving

injunctions on all local executive boards of all the larger locals in the country.

I left the office and met with our local attorney, Mark Kaplan. Mark made it clear: don't let the Marshals serve an injunction on me because once that happens I would expose myself and the local to a whole host of legal problems and probable arrest if the injunction was violated. The injunction ordered local leaders not to hold any union meetings where votes could be taken. At the time we were about a week from the deadline so I packed a few things and left my home. I also advised the other Union officers that I would

"The members stood and gave me a thunderous ovation as I went straight to the podium to open the meeting and take the vote. Over 1300 members attended that meeting and it was the day the Boston Local became a real Union."

not be coming to the Union office until the stalemate ended. Shortly after taking this action, members of our local executive board were served with injunctions but the main target was me and the Marshals had no idea where I was so we played cat and mouse for nearly a week.

The story of my disappearance had now become a story and the press was eager to talk to me but I chose to talk only to WEEI. I agreed to give the radio station exclusive rights to the story as it was developing, but the station had to allow me to say what I needed to say on the air during the interviews. Through those interviews I kept the local membership advised of the progress of the talks taking place in Washington and I also kept the local officers advised on legal matters affecting the local. The only people I spoke with during that period were my VP Nick Diliberto, WEEI and Mark Kaplan, the local attorney. Members of the local listened to WEEI and I told them that if no agreement was reached by the deadline there would be a Union meeting but the

time and place would not be announced until July 20. A number of locals around the country were now gearing up for a strike as the talks were going nowhere.

I met privately with Domenic Bozzotto, who was president of the Hotel workers union in Boston at the time. I told him I needed a room large enough to hold a big Union meeting as I expected a huge crowd. Domenic arranged for us to have the roof top ballroom at the Park Plaza in Boston. US Marshals were parked outside my home and office for days now, and I knew if I announced the place of the meeting they would be staked

ranged for me to use the service elevator that went from the kitchen to the meeting room. This was used by the restaurant workers to bring food up to the meeting room. At exactly 7PM the service elevator door opened and I walked into the meeting room. The members stood and gave me a thunderous ovation as I went straight to the podium to open the meeting and take the vote. Over 1300 members attended that meeting and it was the day the Boston Local became a real Union.

I read a brief statement with about 15 microphones from the various media taped to the lectern. I allowed the press to stay for my statement only as I did not want the press in the room when the actual vote was taken. After they left, the local voted unanimously to support whatever action the national calls, thereby authorizing a strike. The wording of the motion was prepared by

our attorney. After the vote was taken, I returned to the service elevator and went back to my room. My interviews with WEEI continued and the members stayed in session in the meeting room as I kept them apprised of the talks in DC through the radio.

At midnight there was still no agreement but to avoid calling the strike President Andrews and the PMG agreed to stop the clock and continue the talks. Around 2 AM they announced that a tentative agreement had been reached. As promised I immediately contacted WEEI to give them the scoop. I returned to the roof top ballroom and the members were ecstatic. The threat of a strike was now over but the story does not end there as the details of the tentative agreement were a real problem. That will be the next segment.

American Life Insurance

Dear Brothers and Sisters,

In a couple of days, all members & retirees will be receiving a second notice mailing from a letter previously sent out by us regarding additional benefits provided through American Income Life Insurance Company. American Income Life is a 100% union label company that is very active in the labor movement as well as providing supplemental benefits to working class families.

Please take a few moments to read the letter and designate your beneficiary for the benefit that is at no-cost to you. Members and retirees who return the response card will be contacted by an AIL representative, who is a member of OPEIU Local 277, to deliver the no-cost benefits as well as explain optional life insurance products available, that you may want to take advantage of on an individual basis.

If you have any questions or concerns, please call Robin Andrade, AIL Public Relations at 508-951-0353. Robin Andrade Public Relations/Marketing American Income Life Ins./OPEIU 277 Cell: 508-951-0353. March 2013

DEADLINE
for the next issue of *The Bostonian* is
May 1, 2013

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

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