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Vol. 37 No. 1

April-June, 2013

The President's Report . . .



by Paul Kilduff, Jr.,
General President

I am getting sick of hearing this phrase over and over again since almost 230 employees took the early out incentive and said enough is enough. Since January 31st almost 50% of the vacancies that have occurred because of the retirements have been reverted by the Postal Service. These reversions have caused undue hardships throughout this local for all members. One has to wonder what has changed in each Post Office that required all those reversions. The work is still there, such as throwing schemes, scanning all types of mail, getting equipment for set ups, working the window, cleaning all stations, driving from station to station, and not to mention working in automation sorting/sweeping the mail 24/7.

I have asked many managers and supervisors privately on the side, and every one of them say the same thing . . . "Nothing I can do . . . I have my marching orders". I know you've heard me say to **DO YOUR JOB ONLY, NOTHING MORE — NOTHING LESS** over and over again. Brothers and sisters, we are not getting any younger and the days of jumping through hoops to get the mail out must cease. Postal management is running this business into the ground by their mismanagement.

In the past month I have noticed I am getting many more calls concerning injuries on the job. It doesn't take a rocket scientist to realize this is due to doing more with less. No one but no one has the right to tell you to pick up the pace. The part that kills me is when a brother and sister report an injury that their supervisor gives them a PDI because they waited a day to report their injury. So get this . . . you are doing the work of 3 people . . . you pull a muscle in your back . . . you continue to work because if you don't continue to work, then the mail won't

Do More With Less? . . . No Way . . . Do More With More!

get up on time, the window will be short, truck routes will be delayed, machines won't be maintained, and restrooms will not get cleaned. Then your supervisor gives you a letter of warning for not reporting the injury. I can't make this stuff up and many of you already know this to be true first hand.

Each and every craft in this local is being run into the ground by some manager or some "wanna be 204B". If you are working with a couple of suck pumps in your office, then let them know that they are helping to eliminate more bids in that office. Somehow these suck pumps think the more they do then they will be taken

care of by their lazy useless supervisors. I am also hearing that these suck pumps come in early to their assignments and work off the clock. You have to be kidding me! If you are reading this article and you are one of the clerks working off the clock . . . STOP NOW! If you get injured off the clock, do you think your supervisor friend will take care of you? The simple answer is NO . . . he or she will sell you out in a heartbeat and you WILL get disciplined by your supervisor friend.

Management is mismanaging us right into the ground. They do not have the right to mismanage like so many of them

think. These managers are just another postal employee of the Postal Service. All the rules and regulations apply to them too, as outlined by the Employee Labor Manual (ELM). There are some misguided supervisors that actually think they have the right to mismanage and have said this to my face. This is what is so very wrong with the Post Office these days. It is the management of the USPS that is the root of the economic problems, as well as the labor/management problems that face the most successful government agency in the history of the United States.

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A True American Hero

On Thursday, May 2, 2013, a public ceremony was held to honor First Lt. Ryan Patrick Jones by renaming the Westminster Post Office in Westmin-

ster, MA, by an act of Congress Public Law 112-280 January 14, 2013. This bill was sponsored by Former Senator Scott Brown and co-signed by former

Senator and now Secretary of State John Kerry.

The family of Lt. Jones chose to *continued on page 3*





by Bob Dempsey, Vice President/Treasurer . . . *The Struggle Continues . . .*

floor and is voted on, is nothing like the legislation introduced by Bernie Sanders (S.316).

The deal breaker for me would be any legislation proposed that relaxes the delivery standards. If the Postal Service is allowed to relax the delivery standards it will be full steam ahead with the plant consolidations. If that's the case the Postal Service might as well change their motto to; "when your letter has to get there whenever we get around to it".

Our jobs are under attack from everybody. If it's not FedEx, UPS or Pitney Bowes it's from within by the postmaster's, supervisors, mailhandlers or carriers. As Moe Biller used to say the struggle continues and I believe we are in for the fight of our lives.

As we prepare for another challenging year I wanted to thank the membership for voting to increase our local's dues by \$2.44 per member per pay period at May's General Membership meeting. Of those members present and voting the dues increase passed 44 in favor and only 1 member opposed. This has been a topic of discussion going back to when Moe Lepore was president.

The trustees and the entire executive board agreed we couldn't put this off any longer. This will give us the resources needed to continue the fight to protect our jobs. As you can see from the summary of annual reports below we've done a great job of cutting expenses over the years.

2012 would have finished with a loss if it wasn't for a rare 27th pay period from the national union. So far this year through April 2013 we've

ANNUAL REPORTS SUMMARY			
Year	Revenue	Expenses	Gain/(Loss)
2007	\$826,460	\$861,874	(\$35,414)
2008	\$807,767	\$1,052,840	(\$245,073)
2009	\$859,674	\$924,182	(\$64,508)
2010	\$798,705	\$758,382	\$40,323
2011	\$719,749	\$730,306	(\$10,557)
2012	\$736,350	\$733,556	\$2,794

incurred a loss of \$34,000.

We plan on introducing some additional money saving measures in the fall of this year to further reduce our expenses going forward. The VERA's loss of revenue was going to cripple us and I thank everybody for the resources needed to balance our budget.

The other highlight from the meeting was we got a chance to meet the winner of the Matt Bowen Scholarship Bobby Palladino son of member David Palladino (T-1 GMF). Here's the winning essay...

"Working for a company where a union exists would be very beneficial to me in the future because I can feel confident that my rights as a worker will be protected. It is important for workers to belong to a union, because unions allow people with common goals to come together in the workplace and accomplish their objectives. One way that they do this is through collective bargaining. It is much more effective and empowering for employees to ask for their rights as a group. Also, when workers are more involved, productivity increases in the workplace. Employees who are comfortable and feel that they are having their needs met through accurate representation

surely are more efficient than workers constantly fighting for rights. It is a common misconception that unions are constantly at battle with management, but an appropriately structured union will often cooperate and negotiate through non-adversarial means. In reality, a company that has cooperation between employers and employees will be much more effective and productive than others.

The largest benefit of being in a union in the future would be the strength in numbers that comes with union membership. It is much more difficult for employers to deal with and confront a large group of workers than just one person. This protects against employers abusing their authority, and gives an added sense of job security to union members. Within the workplace, being in a union protects employees from disparate treatment, so that they are not treated unfairly or favored less than others. Establishing equality for workers is one of the many important goals unions strive to achieve, especially when it comes to wages and fair pay. In the future I will look to work for a company where unions exist, because the benefits granted by unions are immense."



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- Assist. Treasurer Dennis Avery
- Recording Secretary Bob Farrell
- 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
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- Dir. Org. Leg. & Educ. Bob Waterhouse
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- Dir. Mech. Distr. Matt Dodd
- Trustee Clerk John Tobin
- Trustee Clerk Steve Barrows
- Trustee Clerk Paul Holland
- Trustee Clerk Linda Cheevers

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- President, Maintenance Wayne Greenside
- Trustee, Maintenance Joseph Joyce

MOTOR VEHICLE CRAFT OFFICERS

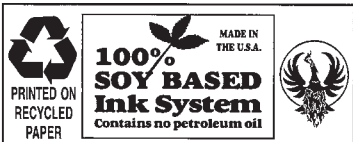
- President, MVS William Weaver
- Trustee, MVS Ned Hogan

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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



- ✓ Union Printer Type Set
 - ✓ Union Printer Lay Out
 - ✓ Union Printed
 - ✓ Union Printer Labelled
- United We Stand - Divided We Fall!
(Published Quarterly)

Do More With Less? . . . No Way . . . Do More With More!

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The Postal Service manuals require management to conduct operations as efficiently as possible, yet some in upper management continue to make the same old lousy, miserable decisions that affect each and every one of us. Now, these same lousy managers are mismanaging by reverting vacancies, not posting new bids or the best thing to do is to convert PSEs to career workers. Let me give a quick example of mismanagement: as recent as today (May 21, 2013) our one management in the GMF intends to once again abolish all mail processing clerks in automation. This is the second time in 8 months they have completely screwed up the lives of everyone in automation. I almost fell off my chair when I heard the senior manager on tour one state "WE SCREWED UP". Eight months ago close to 100 mail processors were abolished on tour

one so the Postal Service could establish close to 100 four ten-hour bids. We weren't happy with abolishments, but these new bids were welcomed by most clerks within the installation. Now, after everyone has settled into their new bids, postal management intends to uproot everyone on tour one again. In no uncertain terms, this office ripped them a new one and made our objections very clear. Once again this is an example of

mismanagement at its best! Brothers and sisters, it is clear these decision makers do not care about you and me. It should make everyone reading this article very angry.

Instead what do they say to all of us . . . suck it up and . . . DO MORE WITH LESS. I SAY — NO WAY — I WILL DO MORE WITH MORE! DO YOUR JOB ONLY — NOTHING MORE — NOTHING LESS!!!





by Robert Keough, Director Industrial Relations . . . **Respect Is A Two-Way Street**

It would only make sense that the way to run a business would be to hire managers that are bright, energetic, loyal people; people who actually care about things other than numbers and their egos, and that have the ability to be creative and make smart decisions. As we all know, this is not always the type we run into at the Postal Service. Recently a truly bungling manager made the decision to forge ahead and abolish every 4x10 NTFT position on Tour-1 in the GMF.

Rather than meet with a manager that is concerned about his or her contractual requirements (especially the one that says impacts to career employees must be kept to a minimum), we often get someone who can't wait to tell us how bad off the post office is and how unproductive the craft is. They love to tell us just what great managers they are.

Case in point: Recently, the full time officers of this local scheduled a meeting on tour 1 with the senior manager of the GMF to discuss several issues negatively impacting our members. It became obvious rather quickly that we were being blind sided with a staffing proposal for the tour. This is how we were notified of their plans — in a disrespectful manner. At this meeting, sitting alongside the senior manager was a hatchet man from In-Plant Support whose job it was, I guess, was to give us specifics. When pressed neither could answer many of our questions. Their proposal was missing pages, and they couldn't even tell us how many mail processing clerks work on Tour-1. A lot of "I don't know's" and shoulder shrugs is what we got. They did repeat over and over that they intended to eliminate all 4x10 jobs on the tour.

Several times the senior manager of the GMF bad mouthed the clerks working on Tour-1. This, of course, was and is unacceptable and obviously didn't sit well with us and was responded to appropriately. But I think it's important that each and every person working in the GMF, especially on tour-1, knows what management thinks about you. I would suggest to you that you don't do favors for these people, that you work safely and follow each and every rule. Do not work off the clock or on your breaks or swing. Stay together, remember that these people are not our friends.

The staffing package itself is a dis-

grace. A follow-up meeting was scheduled. We were assured that unlike the first meeting, they would have all the facts this time. The truth is, they still struggled to answer our questions at the second meeting as well. APWU presented alternatives and counter proposals. Each and every idea was rejected. Management is hell bent on abolishing these jobs as soon as possible. The second meeting was attended by the new Plant Manager and the head of Labor Relations. Management still refused to take our input and lessen the impacts.

We were told that there is a problem of too much overtime on the tour and that they need more people scheduled each day, thus this staffing package. It replaces 89 4x10 NTFT positions with 89 5x8 positions. It also reduces the number of career positions in the Automation Section, while at the same time schedules 23 PSE clerks working 40 hours each week. This plan equates to amputating your leg because you lost a toe nail. General President Kilduff, along with the officers of this local, walked out of the meeting when it became clear that management was not willing to talk reasonably.

As far as management's obligation to

reduce impacts to employees goes, they are failing miserably, and have made no effort — NONE. Roughly 8 months ago nearly every mail processing job on tour-1 was abolished and reposted as a 4x10 NTFT. At that time we knew that clerks would be impacted, but we felt that many people desired these schedules. And as it turns out, many senior people bid them and remain in them still. As I stated earlier, less than 9 months later management intends to abolish them ALL!!! We will now have senior unassigned clerks while junior clerks remain in positions. To this day we still have unassigned clerks from the abolishments 8 months ago. No thought has been given to just how this might impact people. Clerks will be unnecessary impacted.

Management's answer to every staffing issue? ABOLISH them all. How's that for being creative? Management has other options at their disposal. They refuse to consider them. They are rushing into this, making poor decisions as they go and refusing to listen to sound alternatives. This new staffing proposal is destined to fail.

Think about it. Who runs a business like this? When you put people in

charge who make decisions based on ego and a poor understanding of contractual obligations, you end up with staffing proposals like this. It's a bad day for the Postal Service.

If the Postal Service wants to find out what is wrong with the business, stop blaming the workers and take a look in the mirror. I am sick and tired of hearing lame excuses and the bad mouthing of craft employees by managers that for some reason think they are smarter or better than the workers that make them look good.

The Postal Service should be giving us a huge raise and thanking us every day for the job we do. They should thank God for craft employees; we are the only thing keeping this company afloat. Respect is earned and is a two-way street. We will not tolerate our members being disrespected. Nor will allow management to violate the contract. There has been a long history of difficult managers on tour-1. Our local knows how to fight when we need to, and right now we need to. Do not be intimidated by these bullies. Do not turn a blind eye to violations. Pick the phone up and call your steward.

A True American Hero

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have the ceremony on the anniversary of his death. Boston Metro President, Paul Kilduff, Jr., was proud to represent the Boston Metro APWU at this ceremony.

Army First Lt. Ryan Patrick Jones, who was the son of retired Boston Metro member Kevin M. Jones and his wife, Elaine, was killed in Iraq on May 2, 2007. He was assigned to the 4th Brigade

Special Troops Battalion, 4th Brigade Combat Team, #1 Infantry Division.

Lt. Jones was killed while leading a mission, when his vehicle struck a roadside bomb in Iraq.





by Scott Hoffman, Clerk Craft President . . . *The Disrespect Continues*

means nothing. There is no honor! Like spoiled children, they cannot accept it when they are wrong, or worse, caught pulling a cheap shot. The language they negotiated means nothing. Their word means nothing. Start realizing this, and act accordingly.

The second instance comes out of Cambridge. The leave language in Cambridge had remained unchanged for the last eleven years. Last March, Cambridge management stated that everyone had been reading it wrong for all this time, and they were going to change the policy. Unilaterally. So, the eight (8%) percent daily leave provision that stood and been administered for all these years, was now suddenly capped, or concurrent to vacation leave percentages. Fortunately, their new found reading of the local language was exactly the same as an unachieved proposal submitted by management at the last round of contract negotiations.

Again the arbitrator sniffed out this garbage and affirmed the union's position and upheld the current standing, clear cut language in the Cambridge Local Agreement. The ink on that decision was not dry, and they are now trying to distort and convolute a decision that states, "management violated Article 10 of the Cambridge Local Agreement". We honor our defeats; we move on. They have no honor. If you are dealing with an entity with no honor, then stop thinking that common sense, common courtesy, history, contracts, awards mean anything. Know your enemy!

In the GMF only last summer, did

they overturn the staffing, uproot lives, and formulate a proposal that would allegedly fit their needs well into the future. Problem is — their formulas are flawed and, obvious to anyone but them, is grossly understaffed. Well, nine months later they are aborting their brain child. It hasn't worked. Their new plan, which looks like an old plan, goes back to traditional jobs and hours that have been there for as long as I can remember.

They think that by reshuffling the deck, their problems will be solved; by switching from four ten-hour shifts, back to five eight-hour shifts, the problem is solved. Five eight-hour shifts yield more bodies per night. What somebody is neglecting to tell the wizards who rule is that under their "new" plan, they really don't yield extra bodies from what they had because they had the same amount of bodies when you count who was actually there. They conveniently forget they had an army of unassigned clerks working there as well as P.S.E.s that, when coupled with the four-ten hour bid holders, produced the same amount of bodies this new/old formula yields. So in summary, the same amount of bodies that has shown to be a miserable failure, is the bottom line on the new proposal.

When this doesn't work, they will once again blame the clerks' work ethic, which was clearly attacked during the staffing proposal meeting. They will reshuffle again, without a care or concern for anybody but their own well being. They will once again need a scapegoat, and it will be the clerk craft. Are you mad yet?

I also would like to mention Natick. This is an Associate Office we cover. Recently they put all the distribution work from Natick into Framingham, which now housed their carriers. This caused an excessing and much turmoil. Two employees were essentially forced to retire due to restrictions, even though they had been fully productive leading up to the move. Mail processing clerks were forced on the window, some went out of the installation. It was heartbreaking, yet these clerks took this on the chin with as much dignity and class as one could imagine.

When it came time to honor the current Natick language and bid schedules, management balked. They talked of inconvenience and expense. This after dropping down figures of almost 5 million dollars in alleged savings by the move and building sale. We actually had to grieve out of schedule pay and mileage, chump change in comparison to the millions. We had to grieve what was contractually mandated and previously agreed to.

Are you mad yet? If we don't get mad, stay mad, and do something, union articles will merely be a recapitulation of horror stories. Start standing on your rights. Grieve. Learn the rules. Turn their rules on them. The only regulations they can spout are: "Failure to be regular in attendance", and "Failure to Perform Your Duties". There are infinitely more that we should be putting on them. Get active. Get smart. Accept the fact we have an enemy and it wears a tie. Get mad, and stay mad . . . or the disrespect will continue.



Welcome New Members

Amy Goodman	John F. Ferragamo	James K. Offutt
Barbara M. Hulme	Cynthia A. Forte	Anita L. O'Neil
Andrea C. Jackson	Cynthia D. Hernandez	William J. Redler
Selmani, Mykrete	Clay G. Howard	Ryan C. Rooney
Marshall V. Pierce	William P. Hudgins	Murad Salih
Deborah Pirrotta-Breen	Wilson Jean-Philippe	Colby J. Scott
Finesse C. Pratt	Marie N. Jones	Crystal J. Skinner
Claudia Quintanilla	Kathleen A. Kajunski	Catherine Sullivan
Justin R. Seniti	Michael G. Lane	Nancy O. Ukhuegbe
Dwayne O. Williams	Kirsten M. Latson	William Veiga, Jr.
Madhukar Adhikari	Christopher J. LeBlanc	Gwendolyn Williams
Christina E. Capodilupo	Brendon G. Lilly	Ryan S. Young
Greg A. Cerullo	Derik R. Luiso	Daniel Concepcion
Marc F. Connolly	Sharra L. Maynard	James D. Killion
Joseph A. Curley	Lawrence McEachern	Thomas J. Krajewski, Jr.
Jordan A. Davis	John P. McElligott	Patricia L. Melody
Abderrahim ElKhazri	Michael Montville, Jr.	Gertian Xhafa
	Rajan Nayar	Barbara M. Galvin
	Anh Q. Nguyen	Eghe Albangbee

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

Union Wins Major Subcontracting Case/ Ruling Has Local Implications For All Crafts

The APWU won a great victory when arbitrator Stephen B. Goldberg ruled that the USPS decision to subcontract Postal Vehicle Service work throughout California violated the contract. This decision has important implications for the entire APWU, Motor Vehicle Craft Director Bob Pritchard announced. "This is a big achievement for the union," said APWU President Cliff Guffey. "It confirms that the 2010-2015 Collective Bargaining Agreement gives us more teeth to protect APWU jobs."

Arbitrator Goldberg also ruled that the Postal Service must follow the steps outlined in Article 32.1.B of the Collective Bargaining Agreement before it can make and implement a decision to contract out. In accordance with Article 32.1.B, the Postal Service must take specific steps when it is considering subcontracting that will have a significant impact on bargaining unit work. The USPS must:

- Notify the union before it makes a decision on subcontracting;
- Meet with the union while developing a Comparative Analysis report;
- Consider the union's views, including any proposals the union makes to avoid or limit subcontracting, and
- Include a statement of the union's views and proposals in its analysis of the proposed subcontracting.
- Goldberg's award also affirmed that the memorandum on subcontracting costs applies even when outsourcing will not have a significant impact on bargaining unit work

This ruling has local implications especially with

our Vehicle Maintenance Facilities who continue to sub-contract work out at a considerably higher rate, sometimes (3) times the amount that would be paid to an Automotive Technician on overtime. Management continues to contract out at the higher rate while bargaining unit employees have been denied overtime completely. Management has not notified, met with, considered any views or proposals that the Union has brought forth to management's attention.

Fall River, Massachusetts, and Manchester, N. H., have been awarded, in arbitration, upwards of (1) million dollars for contracting out violations of their VMFs and Boston has a similar grievance pending arbitration. The continue violations and California's ruling on sub-contracting only strengthens the Unions position in Boston.

This must stop!

Commercial Motor Vehicle Drivers and Employers Face Fines for Cell Phone Use While Driving

ALERT: On January 3, 2012, the Federal Motor Carrier Safety Administration's (FMCSA) banned the use of hand-held cell phones by Commercial Motor Vehicle (CMV) drivers while driving their vehicles.

- The final rule prohibits commercial drivers from using a hand-held mobile telephone while operating a commercial truck or bus.
- Drivers who violate the restriction will face federal civil penalties of up to \$2,750 for each offense and disqualification from operating a commercial motor vehicle for multiple offenses.

• Additionally, states will suspend a driver's commercial driver's license (CDL) after two or more serious traffic violations.

• Commercial truck and bus companies that allow their drivers to use hand-held cell phones while driving will face a maximum penalty of \$11,000.

• Approximately four million commercial drivers could be affected by this final rule.

Under the new rules, when driving, commercial vehicle drivers are specifically prohibited from holding a cell phone to conduct voice communications, dialing a cell phone by pressing more than a single button, or reaching for a cell phone in an unsafe manner. A hands-free cell phone call can be made only if the device is close to the driver, the call does not require the driver to reach, and the call only requires pushing a single button. A hands-free device that requires multiple functions is banned (such as first pushing a button to find a contact phone number and then pushing the phone number to send the call).

The hand-held cell phone ban goes beyond driving a CMV on a roadway. It also bans cell phone usage while momentarily stopped for traffic or traffic control devices (i.e., stop sign or red traffic light). However, "driving" does not include operating a CMV when the driver has moved the CMV to the side of, or off, a highway and has halted in a location where the CMV can safely remain stationary.

For more information visit the Federal Motor Carrier Safety Administration web-site at www.fmcsa.dot.gov.

Protect Your Jobs! Work Safe!

Please Vote On June 25, 2013

by Bob Dempsey, Legislative Director,
APWU of Massachusetts

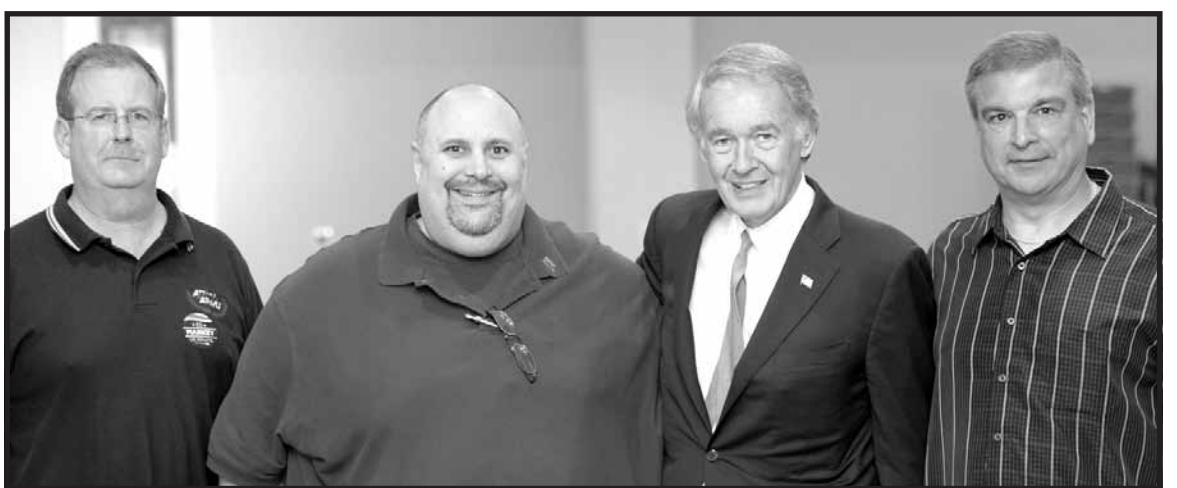
Recently, the APWU of Massachusetts and the Massachusetts AFL-CIO endorsed our democratic nominee Ed Markey for the U.S. Senate. On Thursday (5/23/13) afternoon, of the Mass AFL-CIO's Gompers/Murray/Meaney Conference, NBAs Steve Lukosus, Frank Rigiero and I were able to talk with the congressman about the upcoming race and I've included a couple of photos.

When we elected Elizabeth Warren to the U.S. Senate last November; Massachusetts got a true champion for working men and women. We sent a clear message that we were sick and tired of politicians putting Wall Street ahead of Main Street, and we were ready for an agenda in Wash-

ington that would rebuild our middle class.

On June 25th, we must commit to send Elizabeth Warren a partner in the Senate, not a roadblock. That's why the special election to replace John Kerry is so important. **We must elect Ed Markey to represent us in the U.S. Senate and work with Sen. Warren to protect working families.**

Ed Markey has a strong record of fighting for the middle class. In his more than 30 years in the U.S. House of Representatives, Markey has voted with working families more than 95% of the time. From legislation to protect and create jobs, to investing in education and our infrastructure, to protecting wages and benefits, Ed Markey has been on our side. He will work with Sen. Warren to oppose any cuts to vital programs like Social Security and Medicare and to protect the rights of workers to earn a fair wage and decent benefits.



Republican Gabriel Gomez is poised to become a disciple of extremist Senate Minority Leader Mitch McConnell if he goes to Washington, neutralizing every one of Senator Warren's votes and siding with Republican Senate leadership. Gomez has already proven that he will say anything to get votes, flip-flopping on major issues like gun control and immigration. A private equity executive, Gomez's economic agenda comes right out of the Republican leadership's Wall Street playbook—saying we need to keep deregulating corporations and cutting their taxes. Gomez has even come out in favor

of cutting benefits and raising the retirement age for Social Security and Medicare.

It's time to send another clear message that Massachusetts voters want a strong middle class and champions who will fight for us. **We know that how you vote is a personal decision and we respect that, but your union and the Massachusetts AFL-CIO has carefully researched the candidates and believes Ed Markey is the right person to serve us in the U.S. Senate.**

Please remember to vote on Tuesday June 25th. Thank you.





by Wayne Greenside, Maintenance Craft President . . . Maintenance Update

As of the writing of this article, the sectional excessing of Maintenance Craft employees has begun at the Northwest Boston (NWB) P&DC of the Boston Installation. Quite some time ago all letter size mail processing equipment had been removed from the NWB facility, leaving only 2 AFSM 100 flat sorters and the 3 big FSS flat sorters. The removal of that letter mail equipment was a significant loss of MPE work hours. Management then ran all their numbers through their eWHEP; a program they use to determine staffing. With that data, management came up with a new MPE section staffing matrix for the NWB facility.

General President Paul Kilduff and I and the other Local Union Officers had met with management on multiple occasions over the past 6 months to discuss their staffing proposals in an effort to minimize the impact on the membership. In the Mail Processing Equipment (MPE) Maintenance Section of each tour, management had planned to excess a number of ET-10s (Electronic Technicians, MPE-9s (MPE Mechanics) and an MM-7 (Maintenance Mechanic) from those sections. Prior to the final decision on the NWB excessing, there had been the offering of the retirement incentive for those employees already eligible to retire and also for those who would qualify for the early retirement authority.

At any rate, there turned out to be sufficient movement in the craft with employees that bid to different duty assignments and then the people who retired that it has lessened the impact on the employees who were left at NWB. Less people were affected than would

have been had those previous events not taken place. The end results were: two MPE-9s & one MM-7 were excessed from the tour-1 MPE section, 1 ET from the tour-3 MPE section, and 2 MPE-9s from the tour-2 MPE section. However, some of the remaining employees in each section had their N/S days changed, and the MPE-9 Mechanics on tour-2 also ended up with new start times. On positive note and just as important as the lessened number of impacted employees, was that none of the MPE section employees excessed from those sections were forced into vacant duty assignments in the lower level occupational groups. Those employees were fortunate to find vacant duty assignments in their respective occupational groups left over after the retirements; albeit not necessarily in the schedules that they would prefer.

On a similar note, by the time you read this, the Maintenance Support Clerk (MSC-7) occupational group will be feeling the impact of excessing due

to the new staffing criteria being implemented from MMO-057-12. That new staffing criteria was devised by management after they surveyed the various tasks now currently performed by the MSCs. It resulted in an increase in the ratio of the MSCs to the other maintenance employees, going from 1 MSC for every 14 maintenance employees to 1 MSC for every 20 maintenance employees. Personally, the only upside to this action that I saw here was that the National Officers were able to negotiate that all the level 6 MSCs were upgraded to level 7. Otherwise it has had a negative impact on the MSCs and the maintenance craft as a whole, with a net loss of 8 MSC jobs in the entire Boston Installation from where we were a year ago. My hope is that those MSCs that are forced into lower level occupational groups will at least find themselves in tolerable schedules and work locations. At least each member that is involuntarily downgraded will receive saved grade status.

Switching gears here I want to talk about custodial duty assignments in the stations and branches. Many of formerly subcontracted stations and branches where the custodial work was returned to our craft through the new National Agreement last year were small enough that they had to be combined with other locations to create full-time and some part-time duty assignments. I want to remind all those members out there, **career and PSE**, who are working in custodial duty assignments that require them to perform their daily duties in more than one station or branch each day that the movement from one station to the other should be done **on the clock**. If you use your personal vehicle to transport yourself, then you should also submit for the mileage as well. Ask your supervisor or manager for a form **1164-e**. Fill it out and submit it to request compensation for the mileage (the current rate as of today is 56.5 cents per mile). I would suggest doing this at the end of each pay period, submitting it to your supervisor or manager. Career and PSE custodians are eligible for this, and it will very likely be new to the supervisors and managers and they may be reluctant to comply. If they fail to pay you, ask to see your steward and file a grievance if necessary.

Lastly, I also want to remind everyone that if you have questions or concerns, to first ask to see your steward and meet with him or her on the clock. It's your right as an APWU member and it is a **necessary** first step under our contract to try and resolve whatever issue you may have. Also, if necessary, I can be reached by telephone at the GMF steward's office Saturday — Wednesday on tour-2, or you can e-mail me at bostonmaint@hotmail.com.

Non-Members In The Boston Metro Local

Following is a current list of Non-Members in the Boston Metro Local APWU. The last known pay location or work area is noted, although they could have changed. We have taken every possible precaution to

ensure this list is accurate. If by chance there is a name here that should not be, I sincerely apologize and will alert the membership; however I believe this list is accurate.

MAINT. CRAFT NON-MEMBERS

Barry, Robert J.	932 T-1
Belanger, John J.	934 T-2
Bogues, Don L. (PSE)	071/Quincy
Butler, Mark S.	950 NWB
Condon, Stephen	Dover 020
Connolly, Steven A.	942 T-2
Cook, Peter J (PSE)	Marshfield 020
Draganov, Dimcho	957/NWB
Franks, Christine	957/NWB
Guarino, Jerry	931 T-2
Jenkins, Scot A.	942 T-2
Keane, John C.	956/NWB
Malnati, Robt W.	931 T-1
Merz, Paul F.	Scituate 020
Mikalauski, Chas. (PSE)	PL 078
Nargi, John	214/JFK
Paulsen, Glenn	939 T-3
Porcella, Anthony	929 T-1
Smith, Enoch	931 T-1
Wagner, Dean	941 T-2
Wagner, Jordan (PSE)	089/E.Weymouth

MVS CRAFT - NON-MEMBERS

Avallone Michael	Framingham 017
DiMartino, Peter	790
Federico, Jos. G	682
Herget, Robt. E	812
Jerome, Edw. A	812
Pace, Wayne	Framingham 017
Pyne, John D.	790
Rosenblatt, Brad	791
Rossi, Walter L.	813

CLERK CRAFT NON-MEMBERS

Albert, Junior N. (PSE)	019/Roxbury
Allen, Monique (PSE)	Cambridge
Anderson, Sylvester	020/Mission Hill
Angier, Patricia G.	055/Medford
Applahkubi, Aaron (PSE)	Cambridge
Babbs, Kelley H (PSE)	Lincoln 017
Baker, Robert A.	511/T2 GMF

Bauer, Marion	069/Quincy
Belanger, Alice	205/Fort Pt. Sta.
Berkland, John H.	512/T-2 GMF
Bouzan, Ken	622/T-3 GMF
Boyd, Rameika (PSE)	068/Waban
Brunelli, Susan J.	Wrentham 020
Callahan, Mary	005/Fort Pt. Sta.
Carnes, Joyce	076/Melrose
Chisholm, Ronald	622/T-3 GMF
Churchill, Pam	078 Belmont
Connelly, Marc M.	Holliston 017
Cook, Lashonda T. (PSE)	026/Mattapan
Cray, Ann P.	094/Needham Hgts
Dacey, Theresa E.	PL 874 GMF
David, Lou R. (PSE)	Westwood 020
DelleDonne, Frank	511/T-2 GMF
DiGregorio, Leonard	621/ T-3 GMF
Donovan, Helen	866/PEDC GMF
Dooley, Greg (PSE)	620 T-3 GMF
Fallon, Janice L.	086/Milton
Feraco, David M.	703/ETU GMF
Finn, Robin S.	048/Malden
Fucarile, Maureen	054/Waltham
Galloway, Tatiana (PSE)	086/Milton
Gallup, Ann M.	Cohasset 020
Galvin, Steven P.	614/T-3 GMF
Galvin, Wayne (PSE)	035/Brighton
Ginepra, Frank (PSE)	PL 139
Grossett, Shereda (PSE)	028/E.Boston
Guity, Ricardo (PSE)	Cambridge
Haddad, James	Green Harbr 020
Hahn, Steven	PL 864 GMF
Hanlon, John F.	417/T-1 GMF
Harding, Jay R. (PSE)	Stoughton 020
Hill, Ramona	Medfield 020
Holmes, Maria	560/T-2 GMF
Houle, Robert J.	047/Brkl Vlg
Hoyen, Deborah	215/Kenmore
Hylton, Meshia (PSE)	251/Revere
Jackson, Patricia	Southboro 017
John, Sidonius (PSE)	019/Roxbury
Joseph, Sujatha (PSE)	064/Newton Upp.

Kang, Katie (PSE)	620/ T-3 GMF
Keenan, Pat	Millis 020
Kenney, Bill	664/T-3 GMF
Kilduff, Alfred J.	511/T-2 GMF
Kilduff, Roberta	029 /Charlestown
Krieche, Laverne	099/Prudential Ctr
Kuo, Janice	Bedford 017
Lai, Tina (PSE)	040/Cambridge
Lakes, Jennifer (PSE)	005/Fort Pt Sta.
Lorenzo, Loren (PSE)	Cambridge
Mancuso, Carol L.	059/Newton Ctr
McGrath, Susan	Cohasset 020
McPhee, Donna	069/Quincy
Mestre, Stephany (PSE)	051/Revere
Michelson, Robt	250/IMC
Miranda, Marylou	018/Cathedral
Monahan, Tom (PSE)	246/Brookline
Moulaison, Lori	Cambridge
Nadeau, Linda M.	414/T-1GMF
Nguyen, Khoa (PSE)	724/NWB
Oladejo, Ahmed (PSE)	071 Quincy
Padulsky, Robt	078 Belmont
Palmer, Kim	047 Brookline Vlg
Patterson, Naporcha (PSE)	048/Malden
Petrishen, John G.	485/T-1 GMF
Pino, Cheryl A.	PL 802 GMF
Poirier, Laurie	754/NWB
Powers, Chris (PSE)	059/W. Newton
Roberts, Debra	250/IMC
Ryan, Michael (PSE)	Canton 020
Sensale, Deborah	341/IMC
Smith, Freddy (PSE)	620/T-3 GMF
St.Pierre, Susan G.	067/Chestnut Hill
Stone, Michael C(PSE)	034/Allston
Stover, Sandra J.	Canton 020
Stygles, Timothy	Bedford 017
Szeto, Vincent (PSE)	060/Newtonville
Thomas, Christina	560/T-2 GMF
Tran, Kim B. (PSE)	Hull 020
Varughese, Tom (PSE)	086/Milton
West, Colleen	600/T-3 GMF
Zakrewski Laureen	080/Stoneham

Keeping You Up-to-Date

Military.com

Military.com connects over 10 million members to all the benefits earned in service to America. They cut the red tape between you and your military and veterans benefits, by negotiating discounts and keeping you connected to friends and mentors from the service. They will help you make the most of your military experience. By going to their web site and signing up, you will get updated information on benefits and a whole lot of other information about our present day military and Veterans' issues out there that may affect you and your family. They have a thing called the Benefit Calculator. The **Military.com** Benefit Calculator is designed to quickly and easily connect you with your benefit information based on your military service and status. Get a list of Federal Benefits, State Benefits, National Guard State Benefits, Special Military Discounts and more by visiting Military.Com.

Suicide Report

Just recently, VA released its first report on veterans' suicide since 2010. The new report estimated that 22 veterans commit suicide each day – a 22% jump from 2010. Many Veterans' organizations were saddened by the VA's report on suicide. I hope this serves as a wake-up call for the nation on how we address military mental health through reduced stigma in both the military and the public, as well as leveraging more mentorship for veterans. It is unacceptable that our nation loses more heroes at home, than we lose on the battlefield.

New Medal's Ranking

More veteran and military service organizations have joined together in opposing the placement of the new Distinguished Warfare Medal, which, if left unchanged, will rank it the ninth highest in the order of precedence – higher than the Bronze Star and the Purple Heart. The new medal, announced by Defense Secretary Leon Panetta on Feb. 13, would be awarded to drone pilots and cyber warriors who are having a significant impact, but who are not required to be physically present on the battlefield. Medals that can only be earned in direct combat must mean more than medals awarded with no direct contact. The Department of Defense has approved the new Distinguished Warfare Medal, which is designed to recognize service members directly affecting combat operations *who may not even be on the same continent as the action.* (One example could be the work of an unmanned aerial vehicle operator who could be operating a system over Afghanistan while based in the United States.) The new medal should not be awarded for acts of battlefield valor. Award criteria will be incorporated into the next revision of DOD Manual 1348.33-V3, Manual

of Military Decorations and Awards, Volume 3. Ask your House Members to support H.R. 833, which addresses this issue.

Homeless Veterans Percent Dropping

Recent data has shown that since 2009, the number of homeless Veterans has dropped 17%. This is the result of determined actions taken by the government and many non-profit organizations. Working together we can make a difference.

New Bill Introduced

This week, House VA Committee Chairman Jeff Miller (R-FL) and Ranking Member Michael Michaud (D-ME) introduced the *Putting Veterans Funding First Act of 2013*. H.R. 813, which would require Congress to fund VA discretionary accounts a year ahead of schedule. Currently, Congress provides "Advanced Appropriations" for medical care accounts only. The bill would provide funding for the remainder of the budget up-front, making it easier for VA to plan for investments, claims processing and construction projects, and give Congress a greater level of oversight on funding requests from year to year.

Scam Again

Veterans and their families are targets for some dishonest advisers who claim to offer free help with paperwork for pension claims. The scheme involves at-

torneys, financial planners, and insurance agents trying to get veterans to make decisions about their pensions, without giving them the whole truth. These unscrupulous brokers try to convince veterans to transfer their assets to a trust or to invest in insurance products. What they don't reveal is that these transactions could mean the loss of eligibility for Medicaid services or loss of access to their money for a long time. Adding insult to injury, the advisers are charging fees that range from hundreds to thousands of dollars for their services. Learn more: <http://www.consumer.ftc.gov/articles/0349-poaching-veterans-pensions>

New Defense Secretary

The Senate has confirmed former Sen. Chuck Hagel, R-Neb., as the successor to Leon Panetta as Defense Secretary following a contentious battle between Senate Republicans and Democrats over the President's nomination. A Vietnam Veteran, Hagel becomes the 24th U.S. Secretary of Defense and the first former enlisted soldier to serve in combat to head the Pentagon. Hagel earned two Purple Hearts during his time as an infantry squad leader in Vietnam. Senators from both sides of the aisle described him as a war hero. **WELCOME HOME BROTHER!!!**

Goodbye Selective Service???

Two lawmakers are waging a little-

noticed campaign to abolish the Selective Service System, the independent federal agency that manages draft registration. Reps. Peter DeFazio, D-Ore., and Rep. Mike Coffman, R-Colo., say the millions of dollars the agency spends each year preparing for the possibility of a military draft is a waste of money. They say the Pentagon has no interest in returning to conscription due to the success of the all-volunteer force.

The Selective Service has a budget of \$24 million and a full-time staff of 130. It maintains a database of about 17 million potential male draftees. In the event of a draft, the agency would mobilize as many as 11,000 volunteers to serve on local draft boards that would decide if exemptions or deferments to military service were warranted. The Selective Service is an "inexpensive insurance policy," said the agency's director. "We are the true backup for the true emergency." Men between the ages of 18 and 25 are required to register and can do so online or by mail. Those who fail to register with the Selective Service can be charged with a felony. The Justice Department hasn't prosecuted anyone for that offense since 1986. There can be other consequences, though. Failing to register can mean the loss of financial aid for college, being refused employment with the federal government, and denied U.S. citizenship.

— reprint *Michigan Messenger*

— FILE THIS WITH YOUR IMPORTANT PAPERS —

What To Do If Your Postal Spouse Dies . . .

This information could prove most valuable if kept in close proximity to the family will and/or other important paperwork. (This was originally published in the Indiana Postal Workers Union - Dispatch, Austin Postal Worker and the Indy Info (Indianapolis Are Local). I hope you find it informative.

What to do?

1. Notify employee's immediate supervisor.
2. Notify Postmaster and/or Plant Manager.
3. Contact the following:
 - a. The Union
 - b. If a veteran, contact the Veterans' Administration
 - c. Local banks and Credit Unions
 - d. Social Security Administration
 - e. Insurance Companies
 - f. Internal Revenue Service (IRS) and State Income Tax Dept.
 - g. Safety Deposit Box
 - h. Change deceased name on important papers to survivor's name.
4. Notify immediate supervisor of the time and place of services of the deceased.
5. Have mortuary obtain five (5) copies of the death certificate.
6. Turn in locker keys, badge and other postal property to immediate supervisor.
7. Fill out the following papers
 - a. SF 2800 - Application for death benefits
 - b. SF 1155 - Claim for designated beneficiary for unpaid compensation
 - c. Claim for benefits. Federal Employee Group Insurance (FEGLI)
 - d. Check with personnel section (Shared Services in North Carolina at 877-477-3273) for exact amount of annuity for yourself and minor children
8. If previously married, have divorce papers.
9. If previously married, have marriage license.
10. A will is a vital necessity; this will eliminate costly court procedures.

Survivorship annuity is not paid automatically. You must apply for it. In most cases, if the spouse was a veteran, he/she is entitled to \$300 for burial expenses. If the cause of death is due to a job related injury, the Division of Federal Employees' Compensation (DFEC) will pay up to \$800 burial expenses minus any amount the VA gives. The survivor, in case of a job related death, may also apply for an annuity from DFEC; the spouse can then choose the higher amount.

History Of The Boston Local Part 5

GRASSROOTS REBELLION 1978

This is the fifth installment on the history of the Boston local and it marked a real turning point in the Collective Bargaining strategy for all future negotiations. The events following the 1978 negotiations were pretty remarkable as they led to the first ever rejection of a national contract by the Rank and File. The Boston Local was front and center on this major development.

If you recall the last segment, the Postal Unions were on the brink of a national strike on July 20, 1978. US Marshals were in the field serving subpoenas on local leaders to prevent them from holding union meetings as the deadline approached. A tentative agreement was announced in the early morning hours of July 21, 1978, as over 1000 members of the Boston Local were gathered at the Park Plaza Hotel waiting for either a settlement or a strike call. Excited Union members were euphoric as the announcement was made that a deal had been reached and a national strike was averted but that euphoria did not last long.

Over the coming days, details of the new agreement started to be released and local leaders were not happy. Nick Diliberto, our local Clerk Craft Director at the time, was the first to get details and he met with me and other officers to discuss the tentative agreement. The biggest source of anger came from the fact that our national President, Emmet Andrews, had agreed to put a cap on all future COLA adjustments. As I recall, the cap was around \$300 and this meant that regardless of what the inflation rate was no COLA adjustment could exceed that amount. This was happening at a time when inflation was starting to take hold in the country, and that COLA clause was very important to the future earnings of Postal Workers.

It was now becoming clear to me that the NO Contract NO Work mandate was

being used as a weapon by management at the bargaining table. When Emmet Andrews reached the contract deadline, he told the Postal Service that if they did not come to an agreement he would be forced to call a national strike. The USPS dared him to do it and he caved instead.

Local presidents from around the country began to communicate among themselves and a movement began to take hold to urge members to reject the contract when they got their ballots. The Boston Local was among the most vocal in this regard.

President Andrews made a strategic mistake at this point as the ratification vote was scheduled to take place after the National Convention which was scheduled for August, just 3 weeks after the tentative agreement was announced.

President Andrews and other national officers thought they could convince the delegates at the convention to approve the package, but local leaders saw this as a chance to galvanize opposition

to the contract. Bill Burrus was chairman of the National Presidents' Conference at the time. The group met on a quarterly basis and this was a great opportunity for local and state presidents to strategize as the national convention approached.

The Convention turned out to be a week of heated debate and demonstrations against the contract. President Andrews and I had several heated exchanges during that week and I was not alone. A number of key local and state leaders also had angry exchanges with the National President. On Thursday of that convention week, delegates rallied against the contract and marched toward the podium as President Andrews tried to bring the convention to order. He lost his cool and flipped the bird to the delegates and it became one of the most famous photographs in our Union at the time. That photo was used everywhere to show the disdain President Andrews had for the membership when we called for the contract to be turned down.

Shortly after the convention the contract went out for a vote and it was overwhelmingly rejected by the national membership. The grassroots rebellion was a success. The negotiating team was ordered to return to the table for 15 days. A new agreement was announced and the cap was taken off the COLA. The subsequent contract was approved and the uncapped COLA formula became our most important contract financial benefit as we went through the 1980's oil embargo that resulted in record inflation.

The 1978 contract rejection also marked the end of the Emmet Andrews era as he was soundly defeated as President by Moe Biller in the 1980 election. Also elected to key national positions were Bill Burrus and John Richards. All of them played key roles in rejecting the 1978 contract. I replaced Bill Burrus as the chairman of the National President's conference and would play a key role in the 1981 contract talks. That story in the next segment.

Our Greatest Enemy

The following was taken from the publication, "Pikespeaker", written by Bear Wilson, and is very informative.

by Bear Wilson

During these trying times for Postal employees, there are many entities that we can point our fingers at who could be listed as adversaries or enemies of our cause. Some would point fingers at our own local managers and supervisors. Others would say management at the Headquarters, Area and District levels. Even others blame the economy, the overall state of our nation, and a few would blame Republicans or Democrats, or rich

people or poor people, or unicorns.

In my view, however, our greatest enemy is not any of those listed above, though there can certainly be a case made for some of them . . . even unicorns! No, our Greatest Enemy is an old adversary who has cast a giant shadow over our causes for many years.

Our Greatest Enemy is APATHY.

It is US, the membership collectively, that must shake off this APATHY. It is our own lack of willingness to get INVOLVED with the process that would have, could have or even now will save our jobs and alter the course of events that are currently unfolding in our city and around the nation.

Collectively WE often fail to do our parts to help US with OUR own cause. There are things WE can do to help which are actually quite simple.

Here is a partial list:

1. Clock to the correct operation. Simply "Work to the Rule".
2. Use the "Non-Revenue Keys" on the POS units. Again, simply "Work to the Rule".
3. Ask to see your Shop Steward and file grievances when you see violations that take OUR work away from US. Whether that violation is a manager or supervisor doing our work, or a carrier who has been tasked with doing our work. WE MUST NOT GIVE UP OUR WORK!
4. Don't be a stooge for management. In Customer Service, DON'T scan the box section or the parcels as **complete** until the work is done . . . ALL OF THE WORK !
5. When National A.P.W.U. sends you a postcard to mail to YOUR legislator . . . DO IT! Put a stamp on the card and mail it . . . SIMPLE!



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DEADLINE
for the next issue of *The Bostonian* is
August 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.)

SOLIDARITY