

VOLUME 51, ISSUE 2

JUNE-SEPTEMBER, 2022

THE PACER

CENTRAL MICHIGAN AREA LOCAL 300 APWU

WHERE'S MY MONEY?

BY MACEO COSPER,
PRESIDENT

The MPWU Biennial Convention and District Meeting was in Grand Rapids this year hosted by WMAL. I was able to attend along with several of our local's stewards. There we received in person training from National Business Agents on clerk craft and maintenance craft specific issues as well as issues which affect all crafts. I got to meet some folks in person who I have only known through email and over the phone, which was very cool. We received training materials to share with the stewards and officers who could not attend. I believe training our local's stewards is a sound investment of the member's dues money, and our local will continue to take advantage of both zoom and in person steward training opportunities from MPWU and APWU national as they become available.

At the Convention, MPWU Secretary-Treasurer Darren Joyce nominated me for Area 6 Director, which I accepted. In this role I will be representing members at large in the 488/489 zips.

We have been fielding lots of "where's my money?" questions related to the new CBA being ratified. Below you will see "effective" and "scheduled implementation" dates for the various pay provisions of the agreement. The effective date is the date the pay changes will be paid

from. The "scheduled implementation" date is the date the Postal Service has informed the APWU that the payrate will actually begin being paid. We have also included the pay check date the pay changes are scheduled to show up in pay checks/direct deposits.

- 1.3% General Increases for all employees

- Effective: November 20, 2021

- Scheduled Implementation: June 4, 2022 (Pay Period 13-2022)

- Pay Check Date: June 24, 2022

- 1.0% Additional for Postal Support Employees (PSEs)

- Effective: November 20, 2021

- Scheduled Implementation: June 4, 2022 (Pay Period 13-2022)

- Pay Check Date: June 24, 2022

- \$1310 Cost of Living Allowance (Career Employees)

- Effective: February 26, 2022

- Scheduled Implementation: June 4, 2022 (Pay Period 13-2022)

- Pay Check Date: June 24, 2022

- PSEs Additional 50 cents per hour

- Effective: April 9, 2022

- Scheduled Implementation: June 4, 2022 (Pay Period 13-2022)

- Pay Check Date June 24, 2022

- New pay rates for Grade 11 Employees

- Effective: September 21, 2021

- Scheduled Implementation: June 4, 2022 (Pay Period 13-2022)

- Pay Check Date June 24, 2022

- Changes to the Grade 8 steps and slotting into new steps

- Effective: June 18, 2022

- Scheduled Implementation: June 18, 2022 (Pay Period 14-2022)

- Pay Check Date July 8, 2022

- Additional Pay for PTFs due to the Juneteenth Holiday

- Effective: January 1, 2022

- Scheduled Implementation: June 4, 2022 (Pay Period 13-2022)

- Pay Check Date June 24, 2022

Employees will receive retroactive payments for the difference in pay for the period between the "effective" date and the "scheduled implementation" date. The date of the retroactive payments has not been finalized and cannot be finalized until the programming is complete. Once programming is completed, we will meet with the Postal Service and get a definitive date for the retroactive payments. Once the definitive date is known, it will then be released.

Significant programming of the payroll systems is needed to implement these pay changes. Upon ratification of the agreement, our Union Family members who work in the Information Technology/Accounting Services units began working on the changes. So stay tuned for updates on when that will occur. Check for posting on your union board or make sure the local has your current email address, and we will get that info to you as soon as we get it. If you would like to provide your email address, send me an email at: maceo.cosper@gmail.com

The Pacer is the official publication of the Central Michigan Area Local APWU and is published quarterly as a means of communication with the membership. Any and all communications concerning the paper should be addressed to:

Editor
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 Lansing, MI 48909
 the.pacer@yahoo.com

The editor reserves the right to determine whether the material submitted for *The Pacer* shall be printed and reserves the right to edit as needed for space, libelous statements or personal attacks. All articles must be signed and a contact phone number included with the submission. Names will be withheld upon request. Opinions expressed in this publication are those of the writers and not necessarily those of the editor or officers to the Central Michigan Area Local APWU.

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 Executive Vice President Dionne Davis
 Secretary..... Lisa Houser
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 Human Resources Director..... Dustin Hume
 Clerk Craft Director Tammy Corkwell
 Maintenance Craft Director Jessica Kimble
 Motor Vehicle Craft Director..... Shay Berning

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 DeWitt Vacant
 East Lansing..... Chris Dennis
 Eaton Rapids..... Vacant
 Fowlerville..... Vacant
 Grand Ledge Vacant
 Greenville..... Vacant
 Haslett Vacant
 Holt..... Vacant
 Howell..... Dan McCasey
 Ionia..... Vacant
 Ithaca..... Vacant
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 Owosso..... Vacant
 Portland..... Vacant
 Pottsville Vacant
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 Webberville..... Vacant
 Williamston..... Vacant

TRUSTEES

Denise Fuller Asha Brown

MPWU

John D. Greathouse..... Editor
 Maceo Cosper Area 6 Director

LANSING INSTALLATION STEWARDS

Clerks, Tour 1 Steward / Alternate Steward(s)

- 1. Manual
- 2. Automation
- 3. AI / Far Side Manual

Michele Porter / John Greathouse / Lisa Hauser
 Michele Porter / John Greathouse / Lisa Hauser
 Michele Porter / John Greathouse / Lisa Hauser

Clerks, Tour 2

- 1. Manual
- 2. Automation

Dustin Hume / Dionne Davis / Geoff Szilagyi
 Dustin Hume / Dionne Davis / Geoff Szilagyi

Clerks, Tour 3

- 1. Manual
- 2. Automation
- 3. AI

Lisa Hauser / Dustin Hume / John Greathouse
 Lisa Hauser / Dustin Hume / John Greathouse
 Lisa Hauser / Dustin Hume / John Greathouse

Customer Service

Main Office / BMEU
 Delta Annex / Retail
 Downtown
 SWCA
 Merrill Street
 Northwest Annex

Dionne Davis / Shay Berning
 Dionne Davis / Shay Berning
 Dionne Davis / Shay Berning
 Dionne Davis / Shay Berning
 Dionne Davis / Shay Berning
 Dionne Davis / Shay Berning

Maintenance

- 1. Tour 1
- 2. Tour 2
- 3. Tour 3

Jim Steel / Janel Rambo / Phil Wieferich
 Phil Wieferich / Jessica Kimble / Maceo Cosper
 Janel Rambo / Jim Steel / Phil Wieferich

Motor Vehicle

Shay Berning

Chief Steward

John Juel

**APWU Health Plan, NRP, OWCP,
 FMLA & Limited Duty Issues**

Dustin Hume

FACEBOOK
**Central Michigan Area
 Postal Workers**

ARTICLES DEADLINE
AUGUST 27, 2022

Members who wish to send articles to me via email are encouraged to do at this address:

the.pacer@yahoo.com

Remember to include your name and a telephone number so I can check with you if I need to make revisions. It couldn't hurt to ask for an email receipt just to be certain I received your submission.

John Greathouse, Editor

WEBPAGE
CMAL300.org

**UNION MEETINGS
 FOR 2022**

**Aug 24 ~ Sep 21
 Oct 19~ Nov 16**

**Executive Board ~ 5:30 p.m.
 General Membership ~ 7:00 p.m.**

At the AFL-CIO Building meeting room, on the northeast corner of Washington and Lenawee in Lansing.

Due to Covid-19, meetings are held on both Zoom & In Person at the AFL/CIO Bldg.

Links are published on the "Central Michigan Area Postal Workers" Webpage & Facebook.

Affiliated with: American Postal Workers Union, AFL-CIO; APWU National Postal Press Association, Michigan State AFL-CIO & Michigan Labor Press.



A WORKSHOP FULL OF INFORMATION

BY **DUSTIN HUME,**
HUMAN RESOURCES DIRECTOR

This May, four of us stewards gathered early in the day to drive to Grand Rapids. Training was being put on by our state's Union, the Michigan Postal Workers Union. The focus of the day was the new Collective Bargaining Agreement (CBA) and fighting discipline. The workshops were wonderfully set-up and the presenters were there with knowledge and years of experience to share with the rest of us.

The presentation on the new Collective Bargaining Agreement was informative and clarified a lot of questions many people have. The presenters left room for many

questions throughout. It was very informative and helpful. If there is any question you may have about this presentation or anything you would like clarification on, feel free to reach out to me at LansingSteward@gmail.com.

While the talk about the new CBA was informative, the most important presentation was on fighting discipline. The presentation brought a diverse group of people together from small offices to large offices and from small hubs to large plants. This allowed for a range of questions and concerns that many of us may have not had to deal with in our own Local. Many issues that a small office may face on a regular basis will differ from

those that a large plant deals with regularly. The workshop offered some reminders of how to process grievances to new approaches and information that could be used to better fight against contractual violations.

These workshops will lead to a better informed Union. When we can come together to share knowledge and experiences, it makes us all better at what we do. Being able to learn from those with years of experience and knowledge allows me to bring that information back to our Local. We are strengthening our Local while hopefully sharing some of that knowledge with other Locals within our Union.

In Solidarity.

2022 APWU NATIONAL ELECTION

June 17, 2022

APWU Secretary-Treasurer Elizabeth "Liz" Powell has announced that the following union members have been certified as candidates for election to national office by referendum balloting, as mandated by the APWU Constitution and Bylaws.

Each candidate in this unofficial listing of contested offices has secured the necessary petitions required for nomination.

The official list will be announced after the drawing for ballot positions is held on June 27.

Incumbent officers are listed first and identified by (I) after their names. Where more than one non-incumbent has been certified, they are listed in alphabetical order.

Positions listed pertain to elections relative to CMAL members.

GENERAL AND ADMINISTRATIVE OFFICERS

President

Mark Dimondstein (I), Greater Greensboro SCF Area Local (NC)
John L. Marcotte, Gaylord Local (MI)

Legislative/Political Director

Judy Beard (I), Detroit District Area Local (MI)
Thomas Benson, Lake Geauga Area Local (OH)

Human Relations Director

Daleo Freeman (I)
William H. Burrus, Cleveland Area Local, #72 (OH)
Doris Simmons, Atlanta Metro Area Local (GA)

MOTOR VEHICLE SERVICE DIVISION

National Business Agents, Central Region

Dave Cook, St. Paul Area Local (MN)
Mark Krueger, Milwaukee Area Local (WI)

TRAINING SESSIONS INCREASE PREPARATION

BY ERIC MONAGHAN, LEAD
STEWARD SW CARRIER ANNEX

My name is Eric Monaghan, and I am the neophyte Lead Steward at Lansing's Southwest Carrier Annex. I recently attended two days of training prior to the 27th Biennial Michigan Postal Workers Union Constitutional Convention in Grand Rapids.

Over the course of these two days, I attended one session each on harassment/hostile working environments, basic steward's training, and discipline. As a new steward, there are more situations that I haven't dealt with yet than those that I have. Training like this lets me prepare for these situations, building familiarity with the tools in our toolbox so that they can be utilized effectively when the time comes.

In the harassment and hostile working environment session we learned how to conceptualize and approach "harassment" and "hostile working environments" – how to define each, how to discern between a discrete incident of harassment and an on-going series of incidents that creates a hostile working environment, and how we can handle each. These are difficult and painful situations for the people involved, and their difficulty and pain necessitates that they be treated with gravity and respect by well-prepared and trained stewards.

The final session, about discipline, started with an important reminder of the steward's role and responsibility: that we are duty-bound to refrain from judgment and to represent each worker as fully and competently as possible. We are defenders of workers, not moral arbiters. We have many tactics to utilize in defending the worker from unjust

discipline. We can challenge any of the requirements for just cause, on a number of grounds – and where we are able, we must do so. We must not allow management to railroad workers in disciplinary interviews, to misrepresent facts, to inconsistently or inequitably enforce their own rules, or to improperly apply the progressive discipline that workers are entitled to. We must stand as a bulwark against the encroaching tide of management's efforts to seize advantage over workers.

I must also mention, as the cherry on top of the experience, the fun I had socializing not only with the other members of our local who attended but with members of other locals from across the state. It heartened me to hear old friends and colleagues reminisce, telling stories and cracking jokes about their shared experiences. I am early in my postal career, so the glimpses of this tapestry of experience that I was able to see were revitalizing.



Eric Monaghan and Chris Dennis at the MPWU State Conference.

IMPORTANT TRAINING

BY CHRIS DENNIS, EAST LANSING
INSTALLATION DIRECTOR

This year I had the privilege of being able to go to the state education conference. One of the things that I got out of the conference was the importance of being well trained.

I have been a steward for a few

years and I'm trying my best to represent the members in my office. With just the few things that I learned at the conference I feel that I am better able to represent and protect the clerks in my office.

I would strongly recommend that if given the opportunity to attend any Union training you make every effort to attend.

2021-2024 NATIONAL AGREEMENT QUESTIONS & ANSWERS

**United States Postal Service
And The American Postal
Workers Union, AFL-CIO**

FOR PSEs, PTFs & NTFTs

their ranking on the relative standing list in the installation is based on their test score.

2021-2024 National Agreement Questions & Answers

The parties have jointly agreed to the following Questions & Answers (Q&As) as clarification and guidance on the 2021-2024 National Agreement.

1. Does a Postal Support Employee (PSE) hired in an Administrative Post Office (APO) that allows for the 24-month automatic conversion to career maintain that right and benefit if they are involuntarily reassigned as a PSE to a Level 4 Remotely Managed Post Office (RMPO) in the same bid cluster?

Answer: Yes. However, upon conversion to a career (PTF), the newly converted employee will be reassigned to the APO. Conversely, if the PSE voluntarily elects to be reassigned to the Level 4 RMPO, he/she will not be eligible for the 24-month automatic conversion while assigned to the Level 4 RMPO.

2. If there is an opportunity for a new hire PSE in an APO, will current PSEs in the Level 4 RMPO(s) within the bid cluster (installation) have an opportunity to be reassigned to the APO before external hiring?

Answer: Yes. PSEs in the installation will be provided the opportunity in their order on the PSE relative standing list, to be reassigned to the APO. Following reassignment to the APO, the PSE will be eligible for the 24-month automatic conversion.

3. In order to meet the 24 hours per pay period guarantee for part-time flexible (PTF) employees, can a PTF be assigned outside his/her installation?

Answer: Yes, if necessary, after every effort is made to assign work within the installation. This does not prohibit an employee from volunteering to work outside the installation and/or the Postal Service providing transportation, in accordance with the PTF Clerks Working in Other Installations Agreement Questions and Answers and the Use of Privately Owned Vehicles MOU.

4. Can a PTF be assigned two lunches, or a lunch and split shift in a single service day?

Answer: No.

5. Must a PTF be guaranteed four hours of continuance/consecutive work?

Answer: To the extent practicable, the four hours should be consecutive. This not intended to supersede any local past practice or LMOU agreement.

6. How is the PSE 24-month automatic conversion date determined?

Answer: The 24-month automatic conversion is triggered 2 years from the PSE's relative standing date in the installation.

Example: A PSE hired on 4/28/2020, triggers the 24-month automatic conversion on 4/28/2022. The conversion to career would be the first day of the third full pay period after the 24-month requirement is met, in accordance with the Residual Vacancies - Clerk Craft MOU Questions and Answers #24, dated March 30, 2022.

7. How are PSEs ranked on the relative standing list if hired on the same day in a bid cluster (installation)?

Answer: When PSEs are hired in an installation on the same day,

When converted to career, the same ranking order will continue to apply to the career seniority list.

8. What is the seniority date for eligible PSEs who were converted to career pursuant to the initial 24-month automatic conversion following the effective date of the 2021-2024 National Agreement?

Answer: April 23, 2022.

9. Is the Postal Service required to schedule full-time clerks assigned to NTFT duty assignments a minimum of four-hours a day based on the 2021-2024 contractual provisions?

Answer: No. The four-hour daily work hour guarantee negotiated as part of the 2021-2024 National Agreement was specific to PTF employees. Exception: This does not waive any other applicable contractual provisions, agreements, past practice, and LMOU language (e.g., NTFT MOU, 2 Hours or Less of Custodial Work MOU, Article 37.3.A.1). The NTFT MOU requires that before implementing any new non-traditional assignments in Function 4, the Local Union will have the opportunity to review, comment, make suggestions and propose alternatives.

Date: June 8, 2022

Shannon R. Richardson
Director,
Contract Administration (APWU)
United States Postal Service

Lamont Brooks
Director,
Clerk Craft
American Postal Workers Union,
AFL-CIO

DON'T LET THE POSTAL SERVICE CHECK YOUR 'PULSE'!

Starting June 14 through July 15 2022, the USPS is pushing its annual Postal Pulse Survey. The APWU leadership urges you to not let the Postal Service take your Pulse! Management surveys have been used as a weapon against the APWU during contract negotiations while not producing any real positive change for employees at the Postal Service.

Through notification from the Postal Service, APWU has learned the 2022 version of the survey removes the comment section and also asks the employee to recommend the Postal Service as an employer and rate its products/services. Nowhere in this survey is there a disclaimer that it is voluntary. **Regardless of pressure from supervisors or managers, letter correspondence, excessive emails, or other tactics, employees are not required to partici-**

pate in this survey. APWU urges you to not participate.

The USPS Postal Pulse Survey

SAY NO TO THE POSTAL PULSE!

Turn in your Postal Pulse envelope to your Union Steward or Officer for a chance to win a \$50 Best Buy card.

Members in the AOs of fices can mail them to:

CMAL

PO Box 21154

Lansing, MI 48909

A winner will be drawn for each craft, Clerk, Maintenance, and VMF, on July 20th

of 2021 showed us nothing that we didn't already know. Management continues to ignore your most pressing concerns: worker morale, lack of positive recognition, health and safety concerns, and lack of career growth. Our right to collectively bargain, fight for better wages and safer workplaces begins postal workers standing together in their union.

Stay united, and don't be fooled by management's tricks created to divide us. Over years of struggle, we've won a negotiated grievance process, a labor-management cooperation process and national negotiations to address workplace issues. These are the proper channels for management to seek input from postal workers, not a management survey put together without any input from the APWU or the other postal unions.

Don't let them take your "Pulse!"

Just say no! to the Postal Pulse

Financial Health Warning: Management has a history of trying to use survey results to limit and low wages for postal workers

APWU

THE PACER

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CONSTITUTION COMMITTEE NEWS

**BY JAMES STEEL,
MAINTENANCE STEWARD**

Hello One and All, James Steel here (aka "The Grumpy Mechanic" from past articles).

I have some exciting news to share with the Membership, which is, the Constitutional Committee has finally met, a couple of times now actually.

We first met on April 13th, at which time a committee Chair was selected by the members on the committee, and You guessed it, I got the short straw! This is all new to me, because I have never held a Chair position before, so I may be a little slow on the up-take, more on that later.

Next, in a round the room fashion, the committee identified 7 problems with our current 2014 Consti-

tution & By-Laws. So, we are off to a good start.

The next time we met was on May 23rd. In that meeting we were able to come up with two "Proposed Changes", and these changes will be announced at the General Membership meeting on August 27th, provided that the meeting is not rescheduled.

For those interested, page 16, Article 13 in the current Constitution describes the manner in which changes can be made to the constitution. I have tried my best to make "Announcements" that are currently posted on our Union board, of course with the President's approval.

So, without further ado, the following members make-up the committee, Maceo Cosper – CMAL President, Janel Rambo – Treasurer, John Juel – Lansing Installa-

tion Director, Lisa Hauser – Steward and myself.

So, getting back to the "slow on the up-take", I am not without resources, there is a lot of good people to help. But when I need Good Eyes on how something is perceived by the membership, the first person for me that jumps to mind is Michele Porter – Steward, Manual, Tour 1. She is one of those people on my very, very short list of people whose opinion I trust. I have always had great respect for Michele, with her vast experience in union affairs and her staunch unionism. Thank you, Michele.

In closing, as the Chair, I welcome any and all comments or questions. I can be reached by email, jsmaint300@gmail.com or on the workroom floor, Tour 1, Saturday to Wednesday.

In Solidarity.