

The Pacer

CENTRAL MICHIGAN AREA LOCAL - 300

AFFILIATED WITH: AMERICAN POSTAL WORKERS UNION, AFL-CIO, APWU POSTAL PRESS ASSOCIATION, MICHIGAN STATE AFL-CIO & MICHIGAN LABOR PRESS

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WHAT A RIDE!

Lisa Jackson
CMAL President

In The Beginning

As I begin to write my final Article as President of the CMAL, I pause to think of my many years in Lansing, MI.

I was a 23 year old divorced mother of 1 when I came to Lansing in 1983. It almost seems like yesterday and I can hardly believe all the years that have past. As I enter my next phase in life, I will definitely miss most of you. I think to some degree I will also miss being there; inside the Post Office. I do miss seeing and talking to customers, and other adults on a daily basis. There is a lot to be said about having something productive to do everyday. This pandemic has changed all of our lives forever. I have spent the last 8 months working from home. I have also been teaching my children from home, which has not been an easy thing to do. I give teachers the utmost respect.

Well Done

Congratulations to your newly elected CMAL President, Maceo Cospo, and the recently elected Executive Board. I am confident this Board will be successful in administrating our CMAL rules and regulations and going forth with dignity. This Executive Board is comprised of diversity and we all have 1 united goal, to protect our members while enforcing the rules.

You should all give yourselves a huge pat on the back with the success of the Presidential Election. All eyes across the world were on the United States Postal Service. I knew that we would timely process the Ballots, but some had doubt. Well we did it, and with doing so brought back faith in the system that had been lost. You were victorious and brought back the customer confidence in the Post Office.

Get Involved

The Postal Service is entering into a new era with our newly appointed Post Master General. I see many possible changes on the horizon and know some of these changes will be difficult. Postal employees are being attacked and it is so very important to get involved and stay involved. This is your job and your future.

Read your Contract. The National APWU mailed every member a copy of our Collective Bargaining Agreement; read it. Know your rights and follow the rules. On more than 1 occasion, a member has notified an Officer or Steward of new language in our agreement that applies to a grievable situation. As a member, do your part and help out because your future depends on it.

Mandatory Overtime

I know everyone is tired. The majority of the CMAL offices are working list and non-list 12 hours a day, 7 days a

week, and during a Pandemic. I receive telephone calls from Management every time there is a positive Covid-19 case within the CMAL covered offices. As of today there are 43 confirmed cases within the CMAL. This number covers an area from Mt. Pleasant to Howell to Greenville to Holt and most every city in between. Management is hiring new employees and only about 50% of them stay. The turn over is so rapid and in the meanwhile, you guys are over worked. It is a vicious cycle but it has to get better. I remember working a similar schedule, (40 years ago), and praying the long hours would come to an end. They will, but because Postal Employees are under attack I'm not sure what they have in store as an alternative to the long hours.

In Customer Service, Management is attempting to add as many duties to the Sales and Service Associate, (SSA), making the position unnecessarily difficult. Most Clerks begin their careers in the Plant working distribution on Tour 1 or 3. As we get older and have a little seniority under our belt, we start to look for positions that fit our lives. Many clerks will bid into customer service for the convenience of a day job. But Management is posting really undesirable positions, adding so many duties with variable start times depending on the day. I hope this is not the wave of the future for our clerks. We must stay united and informed about ways to make working conditions better, not worse.

Stay Safe

I know everyone is probably so sick of hearing this, but it is so important. There are a few safety measures that you can take to give yourself a better chance of not becoming infected with Covid-19. Too many people have become complacent with Covid-19 and that is not Safe. Covid-19 is still alive and well and

just waiting for it's next victim. Don't wait until you or a loved one is sick to implement the following safety measures.

- Wear a MASK (covering mouth and nose) while in public places
- Practice social distancing (maintaining a distance if 6 feet apart)
- Wash your hands frequently (using soap for 20 seconds or hand sanitizer with 60% alcohol)
- Follow capacity restrictions of social gatherings (updated periodically by the Governor)
- Cover coughs and sneezes
- Stay home if you are sick
- Get tested if you have any symptoms

I hope everyone practices these safety measures to protect life.

CMAL Union Meetings

As stated before, all CMAL Executive Board and General Membership Meetings will be held via ZOOM. Please disregard any posted notices to the contrary. The notice at Lansing Main Office has been removed. The ZOOM link will be posted prior the Meetings.

The Finale

I know I will see you around. I enjoy running into other retired employees and I have remained a CMAL member into my retirement. You are in good hands.

Lisa

What's in this Edition

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Elections & More!

John D. Greathouse
CMAL Editor

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

Editor
P.O. Box 21154
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.

OFFICERS

President..... Lisa Jackson
Executive Vice President.....Dionne Davis
Secretary.....Lisa Hauser
Treasure..... Mark George
Editor.....John D. Greathouse
Human Resources Director...
Tammy Corkwell
Clerk Craft Director.....John Juel
Maintenance Craft Director...
Maceo Cosper
Motor Vehicle Craft Director...
Mary Stephenson

INSTALLATION DIRECTORS

Alma.....Vacant
DeWitt..... Vacant
East Lansing..... Vacant
Eaton Rapids..... Vacant
Fowlerville..... Vacant
Grand Ledge..... Vacant
Greenville.....Vacant
Haslett.....Vacant
Holt.....Vacant
Howell..... Dan McCCasey
Ionia.....Vacant
Ithaca.....Vacant
Lansing.....John Juel
Mason.....Vacant
Mt. Pleasant.....Sheila Williams
Okemos.....Barry McGuire
Owosso.....Vacant
Portland.....Vacant
Potterville.....Vacant
St. Johns.....Vacant
Webberville.....Vacant
Williamston.....Vacant

TRUSTEES

Denise Fuller Michelle Porter

MPWU

John D. GreathouseEditor

The 2020 Central Michigan Area Local election results are in!

At the January General Membership meeting (On "Zoom" so you can attend), the following CMAL Officers will be sworn in.

President - Maceo Cosper
Vice- President - Dionne Davis
Secretary - Lisa Hauser
Treasure - Janel Rambo

Human Resources -

Dustin Hume

Maintenance Craft Director—
Jessica Kimble

Vehicle Maintenance Craft

Director -Shay Burning

Trustees - Denise Fuller and
Asha Brown

Installation Director –Howell -
Dan McCCasey

Installation Director –East
Lansing—Chris Dennis

Installation Director -
Okemos— Berry McGuire

There are vacancy's on our
board that need to be filled:

Editor
Clerk Craft Director

Installation Directors:

Lansing
Alma
DeWitt
Fowlerville

Grand Ledge
Greenville
Haslett
Holt
Ionia
Ithaca
Mason
Mt. Pleasant
Owosso
Portland
Potterville
St. Johns
Webberville
Williamston

If you are interested in any of these open positions, please submit a letter to the executive board asking to be appointed.

As I was unsuccessful in my bid for President of the CMAL, I will be submitting a letter to the board to be appointed as the Editor.

I would like to congratulate our new President, Maceo Cosper. I am sure that he will do a fine job and will be bringing in a good deal of energy with many goals to grow the local, I wish him the best!

This election was a much more pleasant experience that the election for President of the United States by a long shot!

But if we had run into any issues with the count, it just so happened that none other than

Rudy Giuliani was in town to help put a spin on it... but there was no way in any

universe that we would make that call to him for help!

Christmas Peak

Or another word for it, Overtime like you have never seen before! Folks in the AO are experiencing a good deal of OT and most likely understaffed, but in the plant in Lansing, everyone is doing 12 hour shifts, 7 days a week! This is clerks, maintenance, mail handlers and supervisors.

Here is the issue, supervisors doing barging unit work... some are hard to spot as they are coming in dressed not like a supervisor would but in sweats and t-shirts, and some look like a few of the holiday temps we have brought on board.

If you see a manager doing bargaining unit work, please take a moment and jot down a note or grab a sheet off the Union bulletin board by the breakroom and fill in the information.

Even though it is Christmas peak volume, that is not reason for an Article 1.6!

Articles

The Pacer is your paper, the members. As such, you, as a member can submit an article for publication... take advantage of this and expand the communication with the membership...

This for all members, not just the folks in the plant!

Articles can be submitted to me by email:
the.pacer@yahoo.com

In Solidarity!

LANSING INSTALLATION STEWARDS

| Clerks, Tour 1 | Steward / Alternate Steward(s) |
|--|--|
| 1. Manual | Michele Porter / John Greathouse |
| 2. Automation | Michele Porter / John Greathouse |
| 3. AI / Far Side Manual | Michele Porter / John Greathouse |
| Clerks, Tour 2 | |
| 1. Manual | Dustin Hume / Dionne Davis / Jessica Kimble |
| 2. Automation | Dustin Hume / Dionne Davis / Jessica Kimble |
| Clerks, Tour 3 | |
| 1. Manual | Lisa Hauser / John Greathouse / Dustin Hume |
| 2. Automation | Lisa Hauser / John Greathouse / Dustin Hume |
| 3. AI | Lisa Hauser / John Greathouse / Dustin Hume |
| Customer Service | |
| Main Office / BMEU | Dionne Davis / Tammy Corkwell / Lisa Jackson |
| Delta Annex / Retail | Dionne Davis / Tammy Corkwell / Lisa Jackson |
| Downtown | Dionne Davis / Tammy Corkwell / Lisa Jackson |
| SWCA | Dionne Davis / Tammy Corkwell / Lisa Jackson |
| Merrill Street | Dionne Davis / Tammy Corkwell / Lisa Jackson |
| Northwest Annex | Dionne Davis / Tammy Corkwell / Lisa Jackson |
| Maintenance | |
| 1. Tour 1 | Jim Steel / Janel Rambo / Phil Wieferich |
| 2. Tour 2 | Phil Wieferich / Jessica Kimble / Maceo Cosper |
| 3. Tour 3 | Janel Rambo / Jim Steel / Phil Wieferich |
| Motor Vehicle | John Greathouse / Mary Stephenson |
| Chief Steward | John Juel |
| APWU Health Plan, NRP, OWCP, FMLA & Limited Duty Issues..... | Tammy Corkwell |



ARTICLES DEADLINE
Feb 26, 2021

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

UNION MEETINGS For 2021

Jan 20 ~ Feb 17 ~ Mar 17 ~ Apr 21
May 19 ~ Jun 16 ~ Aug 18 ~ Sep 15
Oct 20 ~ Nov 17

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

Due to Covid-19, all meetings are held on Zoom. Links are published on the "Central Michigan Area Postal Workers" Facebook page.

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

ELECTIONS DO HAVE RESULTS!

MACEO COSPER
MAINTENANCE CRAFT DIRECTOR & CMAL PRESIDENT-ELECT

Hello to the members of APWU CMAL 300. Thank you to those who voted for me. I would also like to thank the stewards and members who encouraged and supported me this election, and everyone who ran for a position.

For the members who I don't know yet, I am a Mail Processing Equipment Mechanic at Lansing PDC. I have worked for USPS since January 2016. I'm married and have two daughters, and expecting a new baby in May 2021.

Local Negotiations

Regarding our recent Local Negotiations: I was an alternate for the 2020 local contract bargaining committee where I was able to watch our chief negotiator, John Juel in his element as he fought to preserve our excellent LMOU. Folks may not realize how unique our local contract is and John deserves special recognition for going head to head with management on our behalf. The maintenance subcommittee for local negotiations consisted of myself and steward Phil Wieferich. Management wanted drastic changes to the way annual leave is granted by our LMOU and to the way OT is called. Phil was prepared and had well organized data to back up our arguments. Maintenance is in-

debted to Phil, as management declined to take their proposed changes to arbitration after Phil presented his data blazing counter-proposal.

Crossing Crafts

The ongoing, daily crossing craft violations occurring at Lansing PDC have given me an insight into the clerk craft which is: clerk work is hard work! I was instructed to violate article 7.2 of the CBA and throw parcels. I bricked a parcel off a Gaylord, clerk Bobby Mackie told me "if you keep throwing like that, you're gonna get demoted back to maintenance."

Stewards Training

Your CMAL 300 stewards will be receiving a variety of training in January 2021 via Zoom classes from APWU national. The class topics include: protecting clerk work in small offices, Large office issues, article 37, fighting discipline, and representing PSE's in the clerk craft. I would like to congratulate all the new officers on their new positions, especially Jessica Kimble who will be running the show for the maintenance division and Treasurer Janel Rambo. Janel is organized, tech savvy and has streamlined many of our office functions. It was a difficult decision for me

to vacate Maintenance Craft Director but I am confident Jessica will carry on bigger and better than what I have been doing as Maintenance Craft Director for our local.

Executive Board - Open Positions

We have some unfilled positions on the executive board. Interested parties should write a letter to the executive board asking to be appointed. Keep an eye on your union bulletin board or apwucmal300.blogspot.com for more details on how these positions are to be filled.

Feel free to contact me with any questions, comments, concerns, hate mail, etc at Maceo.cosper@gmail.com

Thanks
Maceo Cosper
Maintenance Craft Director
Central Michigan Area Local 300
APWU AFL-CIO
517-337-8744 (office)
517-281-3779 (cell)



NEW BOARD FOR A NEW YEAR

DENISE FULLER
TRUSTEE

This year has been like no other. We have been under quarantine, keeping a 6 ft distance, wearing masks and washing and sanitizing our hands until they are chapped. This is all due to Covid-19 (Coronavirus). Things will get back to normal eventually. In the meantime... Love your family and friends, as if its their last. Life is NOT promised...

I'd like to congratulate our new Executive Board Officers: President Maceo Cosper, Vice President Dionne Davis, Treasurer Janel Rambo and Trustee Asha Brown. Asha is a very humble and kind person with intelligence.

I would also like to thank you, the members for voting for me as a Trustee. I will be there if you have any questions or issues and will relay them to our Unions board members.

Again, Congratulations and Welcome! Looking forward to working with all of you.

Happy Holidays and Stay Safe,
Denise Fuller, Trustee

NEW TREASURE IN TOWN!

Janel Rambo
CMAL Treasure-Elect

Hi everyone!

This is Janel Rambo your new union treasurer. I thought I would introduce myself to those that may not know me. I'm an MPE from Tour 3, I've been in this position a little over 2 years now. I started working for the Postal Service in 2013 as a PSE Custodian and was made career soon after in 2014. Most of the time you will find me working on PIT equipment or on a machine for repairs. I've been working as a union steward in maintenance for about 2 years now.

I believe most of you don't know that I own and operate my own small business on the side. Accounting comes along with the territory of having a small business. I often do self-audits to ensure that I have everything in order each year for tax season.

As treasurer I plan to turn our local around, getting us back in the green and keeping us there. Everything will be accounted for, it will be itemized, and it will have a budget associated with it (as much as is possible). I will make sure that the budget committee sets aside a budget for

everything we will need in the foreseeable future. We will stick to those budgets as much as possible. I will be working closely with the president and secretary to make sure everything is in order and accounted for.

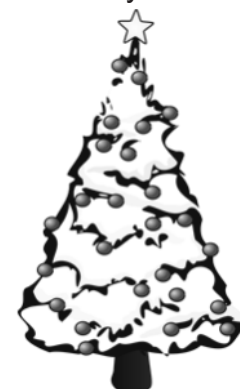
This is **your money**, not ours, we must use it for your benefit. This is my stance, and it will not change. Everything will be done for the membership. I plan on being open with our expenditures, you will see an annual posting on the union board for what we are spending our money on each fiscal year. Our LM-

3 reports are already posted online, they are public knowledge under the Department of Labor. I am very much open to talk to, you can always approach me with concerns or questions about the reports.

I am excited to work for you all!

In Solidarity,

Janel



POST OFFICE DAY IN MICHIGAN

On November 27th, Governor Gretchen Whitmer issued a Proclamation declaring this day, "Post Office Day in Michigan"!

President Keith Combs, Detroit Area Local, contacted the Governor's Office to arrange this honor for all of Michigan's Postal Workers.

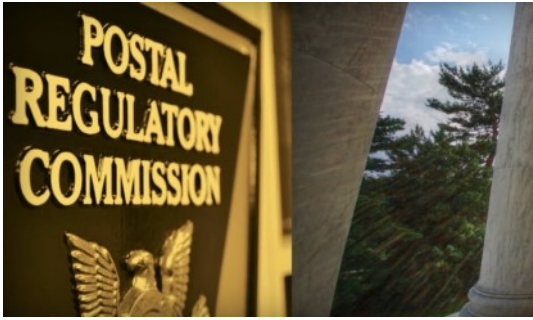
With the ever increasing volume of mail during the Holidays, it is important that each of us can take pride that our efforts are being recognized by

our customers, the American people.



PRC BUSTS THE PRICE CAP, LAWSUITS SURE TO FOLLOW

SAVE THE POST OFFICE. COM
BY STEVE HUTKINS



The Postal Regulatory Commission has spent the past four years working on a revision of the rate system for Market Dominant products. Yesterday the Commission issued its final rule on the changes. The order is here. The PRC's press release is here. The media kit contains a useful FAQ.

The review of the rate system involved the Commission, the Postal Service, and an extensive list of stakeholders and commenters. And even though this contentious process has been going on since December 2016, it's not over yet, not by a long shot. Given that many of the mailers have fought the changes that were finally approved, it's widely expected that some stakeholders will appeal the PRC's order to the D.C. Circuit.

The Alliance of Nonprofit Mailers has already promised as much. In an article on its website back in February 2020, the ANM wrote that the proposed changes would not achieve the objectives stated in the 2006 Postal Accountability and Enhancement Act and would thus "violate the law." If the regulator were to approve these proposals in a final rule, wrote the ANM, "many expect multiple stakeholders to appeal it at the U.S. Court of Appeals. The court could take some time to reach a decision, meaning that mailers could face a year or two of surcharges in 2021 and 2022, before the appeals are resolved."

We will probably soon hear similar comments from other mailers and industry insiders. Just yesterday, minutes after the order was posted on the PRC website, DeadTreeEdition, a highly respected blog that covers the print business and postal issues, posted a tweet about the new order saying, "If you're involved in mailing or #printmedia, stay

tuned. Big developments are afoot in #USPS pricing. See you in court."

The new rate system gives the Postal Service significant above-inflation pricing authority over Market Dominant products. Or, as the mailers put it, the new system "busts the price cap."

At one stage of the proceedings, the Commission considered a simple CPI-plus formula that would have allowed the Postal Service to increase prices by 2 percent on top of the regular CPI increase. In the end, the Commission adopted a different approach. Under the new system, rate increases will be tied to two factors.

The first factor ties the above-CPI authority to changes in mail density, i.e., the number of pieces per delivery point. This aspect of the rate system would address increases in the cost-per-mailpiece that are driven by measured declines in year-over-year density. The second factor ties the above-CPI authority to Congressionally-required amortization payments for retirement health benefit and pension costs. This second factor could become irrelevant if Congress were to pass legislation that modified how the Postal Service deals with these costs.

Yesterday's order contains a technical appendix with estimates of how these two factors might play out. (These estimates were developed in an earlier PRC order in December 2019.)

If the Postal Service were to exercise its full authority using both factors, rates could be increased by somewhere between 2.17 percent and 3.8 percent above the annual CPI increase. Overall, average annual increases of about 2.5 percent (on top of the CPI increase) appear to be a reasonable estimate.

For some types of mail, the increases would be stiffer. For products considered "non-compensatory," i.e., the revenue they bring in doesn't cover their attributable costs, the Postal Service has been granted authority to raise rates an

additional 2 percent. In an earlier version of this proposal, the Postal Service would have been *required* to raise rates 2 percent on these underwater products, but after hearing a lot of negative feedback from the mailers, the Commission decided to make this increase optional. That means the Postal Service could use this authority to raise rates on some non-compensatory products, like Marketing Mail flats, by 2 percent but choose not to do so for other non-compensatory products, like Periodicals, because they have "educational, cultural, scientific, and informational value."

The Commission punted on several other aspects of a new rate system that it had been considering, including the proposal to tie an above-CPI increase to performance. Instead, the Commission will open a new rule making docket, as the [FAQ](#) puts it, "to further study potential modifications to the ratemaking system that link financial incentives and/or consequences to efficiency gains, cost reductions, and the maintenance of service standards."

In FY2020, Market Dominant products brought in about \$40 billion in revenues. If the Postal Service were to take full advantage of its new pricing authority and raise rates by an average of, say, 2.5 percent, it would bring in an additional \$1 billion a year, somewhat more if the USPS also exercised its authority to raise non-compensatory products by 2 percent.

It's also possible, however, that rate hikes will not have this effect. They

could drive away business and actually lead to a drop in revenue. According to many of the mailers who filed comments with the Commission, that's exactly what is going to happen.

As one large group of mailers wrote in [comments](#) to the PRC in February 2020, "Ultimately, not only do the Commission's proposals do nothing to address the root causes of the Postal Service's financial problems—volume loss and costs that are rising faster than inflation—but they will have the opposite of their intended effect, driving volume from the mail and creating the risk of a death spiral for the Postal Service." This will be a death spiral, they warn, "of the Commission's doing."

The new rate system will go into effect 30 days after it is published in the Federal Register. Stakeholders have 30 days to file an appeal with the D.C. Circuit.

Table IV-2
Hypothetical Illustration of Density Rate Authority Calculation Using Market Dominant and Total Volume

| | Year 1 | Year 2 | Year 3 | Δ Year 1 to Year 2 | Δ Year 2 to Year 3 |
|---|---------|---------|---------|--------------------|--------------------|
| Market Dominant Mail Volume | 144,479 | 140,738 | 137,923 | -2.59% | -2.00% |
| Competitive Mail Volume | 5,111 | 5,663 | 5,267 | 10.80% | -6.99% |
| Total Mail Volume | 149,590 | 146,401 | 143,190 | -2.13% | -2.19% |
| Delivery Points | 137 | 139 | 140 | 1.46% | 0.72% |
| Institutional Cost Share | | 41.13% | 41.13% | | |
| Density Based on Market Dominant Mail Volume | 1,055 | 1,013 | 985 | -3.99% | -2.70% |
| Density Based on Total Mail Volume | 1,092 | 1,053 | 1,023 | -3.54% | -2.89% |
| Density Rate Authority Based on MD Mail Volume | | | | 1.64% | 1.11% |
| Density Rate Authority Based on Total Mail Volume | | | | 1.46% | 1.19% |

As this chart shows, the density rate authority would be 1.46 percent in the first year, 1.19 percent in the next.

Table A-1
Hypothetical Density Rate Authority Using Historical Data

| FY Density Rate Authority Authorized | Based on Data from FYs | Institutional Cost Ratio | %Δ Density (MD) | %Δ Density (Total) | Density Rate Authority |
|--------------------------------------|------------------------|--------------------------|-----------------|--------------------|------------------------|
| 2013 | 2011 & 2012 | 50.06% | -6.06% | -5.38% | 2.69% |
| 2014 | 2012 & 2013 | 45.84% | -1.89% | -1.51% | 0.89% |
| 2015 | 2013 & 2014 | 46.60% | -2.94% | -2.68% | 1.25% |
| 2016 | 2014 & 2015 | 45.89% | -1.92% | -1.57% | 0.72% |
| 2017 | 2015 & 2016 | 47.15% | -1.11% | -0.76% | 0.36% |
| 2018 | 2016 & 2017 | 42.62% | -4.53% | -4.04% | 1.72% |
| 2019 | 2017 & 2018 | 41.13% | -3.41% | -2.95% | 1.21% |

Source: See Section I.C., *infra*, for references source data.

This chart indicates that for the period 2013 to 2019 the density rate authority would have ranged from 0.36 percent to 2.69 percent. The average for this period would have been about 1.23 percent annually.

Table A-3
Hypothetical Retirement Rate Authority Formula Outputs, Using Data from Table A-2

| FY | Compounded Retirement Rate Authority Through Previous FY | Additional Retirement Rate Authority | Date Retirement Rate Authority Authorized | Date of Rate Increase |
|------|--|--------------------------------------|---|-----------------------|
| 2021 | 0.000% | 0.861% | January 31, 2021 | September 2, 2021 |
| 2022 | 0.853% | 0.827% | January 31, 2022 | September 15, 2022 |
| 2023 | 1.666% | 0.918% | January 31, 2023 | September 5, 2023 |
| 2024 | 2.560% | 1.111% | January 31, 2024 | September 3, 2024 |
| 2025 | 3.631% | 0.970% | January 31, 2025 | September 6, 2025 |

As this charts indicates, annual increases range from 0.827 percent to 1.111 percent. The average for this period comes to about 0.937 percent.

CURRENT STATUS OF THE NRP CLASS ACTION CASE

December 2020 – Status Update

We wanted to reach out and give a quick update on the case, and answer some questions that have been raised. The claims, evidence, and legal briefs for all of our clients' relief claims have been submitted to the EEOC Administrative Judge. The Judge has not yet made clear exactly how she plans to move forward with reviewing the information or issuing relief decisions. The Judge set up a course of review that would have had outside masters review a number of claims, but that approach seems to have been stalled out due to USPS objections. We have presented the Judge with many options on ways to quickly move the relief process forward, and we continue to do everything we can to help get relief into your hands.

Our goal is to get this matter resolved in a fair way as quickly as possible. We hope to have some good progress on final awards during 2021, and we will continue to post updates on this website.

We thank you all for your continued patience with this process. We share your frustration with how long this is taking, and we share your anger with the Postal Service's continued efforts to delay justice in this case. Please know that we are fighting for you, just as we have done for over 10 years.

Here are answers to some questions that have been presented by a number of the class members:

What if I move or change my contact information?

For our clients, please provide your updated contact information to us. The best way to

provide this information is to email us at nrpclassaction@theemploymentattorneys.com.

We keep track of our clients' contact information, and we can provide that to USPS or the EEOC Administrative Judge when they need it.

Will my claim continue if I die?

First, please know that we will continue fighting to get you the best possible award. We are dedicated to achieving the best results for you in this case, and we will not let the USPS game of dragging this process out free them from their legal obligations.

Your claim in this case is a personal asset. Upon your death, all of your assets will pass along, either under the terms of a will or (if you have no will)

pursuant to what the law prescribes. Each state has different laws governing this issue, and we recommend that you consult with someone in your area about planning your estate.

Unfortunately, some of our clients in this case have passed away. We notified the Judge about this, and argued that this is yet another reason to move this process toward a quick resolution.

Can I be reinstated to my USPS job now while this relief process is ongoing?

There is no way currently for us to get you back in your position until the EEOC Administrative Judge issues an order. If it is found that you meet the legal criteria for reinstatement, the Judge can order USPS to give you back the job you held before the NRP.



WEINGARTEN RIGHTS

Never, **EVER**, go into a meeting with management or an Inspector without your Union Steward! **PERIOD! FULL STOP!**

Why you ask? Very simple, you are in a room, alone, there might be two managers and without a doubt there will be two Inspectors or OIG Agents and they can and will cook your goose!!!

If you are in a meeting with an Inspector or OIG Agent, they

can and will tell you all kinds of stuff to get you to talk about what they are asking. They will even say that they are not investigating you.... If you are in a room alone, talking to them, **YOU ARE BEING INVESTIGATED!!!**

Just politely state that you would like to exercise your Weingarten Right and you are requesting a Union Steward. If they read you your Maranda Rights, ask for an attorney In both of these cases, after

making your request, sit quietly, say nothing and wait for your Steward or attorney to arrive because anything you say, can and will be used against you!

The CMAL has recently had numerous Weingarten violations that have resulted in grievances being thrown out or that were supported by the National Labor Relations Board with charges against the USPS.

So folks, please be smart and never get yourself jammed up by thinking you alone can handle management or that they are your buddies and nothing will happen to you... your buddy the manager has a boss who can and will order them to hang you out to dry!

Be smart and request your Steward when ever you go into a meeting where you feel that you could be disciplined!

DEMOCRATS PUSH TO FILL POSTAL-SERVICE BOARD OF GOVERNORS SEATS TO STYMIE DEJOY, REVERSE CUTS

POSTAL-REPORTER.COM

LOUIS DEJOY, the Republican do-nor-cum-postmaster general, was a top target for Democrats who accused him of slowing down mail ahead of an election with record absentee voting and instituting cost cuts that worsened services. But even after President-elect Joe Biden takes office, DeJoy will prove hard to replace. Postmaster general serve at the pleasure of the U.S. Postal Service Board of Governors, and can't be directly fired by a president.

Trump Republican appointees hold a 4-2 majority on the board, which can have up to three more governors.

Like much else in Washington, De-Joy's fate may be linked to the out-come of the Georgia runoffs for U.S. Senate. Democrats on the Home-land Security and Governmental Affairs Committee, which oversees the USPS, are eager to fill the vacant seats on the board and move away from the "cost cut-

ting mentality" among Postal Service leadership that has contributed to declines in service, said an aide to the committee's top Democrat, Sen. Gary Peters. DeJoy has testified that the changes were meant to improve operational efficiency. The USPS is on track to lose more than \$10 billion this year. After early criticism, DeJoy in August promised to give priority to the delivery of mail ballots, and while there were some delays and

missing ballots, the vast majority of mail-in ballots were delivered on time to election officials.

Biden told a postal-workers union during the campaign that he would move to fill the board vacancies. In-coming top committee Republican Sen. Rob Portman "will review any nominations as they come before the committee," his spokeswoman said. —



HOW POSTAL WORKERS SAVED THE ELECTION

BY JANE SLAUGHTER

Jane Slaughter is a former editor of Labor Notes and co-author of a Successful Organizer.

Photo: AP/Wide World

The story of mail ballots in 2020 is the story of a union postal workforce willing to go to extraordinary lengths to make sure that every vote got delivered.

Postal workers did this despite the deliberate holdups created by new Postmaster General Louis "Delay the Mail" DeJoy, and a workforce hit hard by COVID.

But his plan isn't the only one on offer. A working group of rank and filers has compiled all the ways his vision is antithetical to what the public needs.

To imagine a green, expanded, universal Postal Service with more hours, more services, and more good jobs, visit bit.ly/postalvision.

More than 65 million people voted by mail this fall — a record. And the Postal Service has been working at reduced numbers for months. As of August 40,000, postal employees had been forced to quarantine. Roscoe Woods, president of the

Area Local of the Postal Workers (APWU) near Detroit, said the workforce he represents is down 30 percent.

How did postal workers pull off this gargantuan feat? "Most of our employees were very prideful," said Keith Combs, president of the APWU Detroit local. "They were really happy they were able to complete the mission with the ballots. They want the Post Office to be seen in a different light than the White House had been portraying it.

"ABOVE AND BEYOND"

Woods represents workers at the Michigan Metroplex in Pontiac, the largest mail processing facility in the region. On a normal day it processes a couple of million pieces of mail. How did workers make sure the ballots didn't get lost in that fast-moving stream?

The mail is sorted at 36,000 pieces per hour by giant machines that read the envelopes. Before the election, workers set the machine to direct ballots to a designated holdout, then took them to another area for special manual sorting. Experienced clerks' hand-sorted the ballots to county clerks' zip codes.

From there they were dispatched by truck.

Workers went further. "Say a ballot arrives in Flint but it was supposed to go to Muskegon," Woods said. "Our people were meeting people in the middle to hand them off. I checked in with my plant manager the day of the election at a quarter to 8 [when polls closed]. He had just sent a supervisor out with 10 ballots to drop off at the Clerks office.

"Whatever was necessary. Our people rose to the occasion. It's not every day you become an active participant in a functioning democracy.

How Postal Workers Saved the Election...

"GET THE CROOK OUT?"

All year postal workers have been under attack by the Postmaster General, a Trump fundraiser and expert job-killer from private logistics. Hundreds of mail sorting machines were dismantled; overtime was denied; letter carriers were directed not to sort all their mail when received, but to leave it behind for the next day.

It was only an outcry from postal unions and the public that forced De-Joy to say, on August 18, that he would postpone his service cuts till after the election. But he made clear he was only hitting pause.

Contrary to what you might assume, DeJoy and his schemes won't automatically be swept out by a new administration. The men who hired him, and could fire him, are the Postal Board of Governors.

Unfortunately, the six current members are mostly anti-worker and pro-privatization. There are three empty seats that Joe Biden could fill immediately — except that any appointments must be confirmed by the Senate.

One promising strategy is to pressure the existing Board members, who aren't used to a public spotlight. New Orleans activists got the ball rolling in October with a neighborhood "Cook Out to Get the Crook Out" near the home of one Postal Board member. Other members are in New York City, Los Angeles, eastern Kentucky, Palm Beach, and D.C. — for those similarly inspired.



2020 - TERRY MEAD MEMORIAL SCHOLARSHIP APPLICATION



RULES

Members Name _____

Address _____

Work Location _____

Soc Sec _____ [Document Share](#)
[Timeline Photos](#)

Relationship to applicant _____

Students Name _____

Address _____

Phone Number _____

Alternate Number _____

Date of Birth _____

Soc Sec # _____

Accredited institution attending/planning to attend:

1. First consideration will be given to seniors in High School and/or recently graduated within the last three years and based on the financial need of the student (**application must include copies of 2 most recent pay stubs for verification**).
2. All Central Michigan Area Local members' children or grandchildren are eligible to apply.
3. Applicants' parent/grandparent must be a member in good standing for at least one year prior to making application (associate members are not eligible).
4. Applicants must be accepted or enrolled in an accredited institution of higher learning (College, University, or Vocational school).
5. Scholarship recipient must be a full-time student, carrying and passing, at least 12 credit hours per semester/quarter.
6. Each scholarship is \$500 and at least two scholarships will be awarded annually as a one-time award.
7. Scholarship money will be awarded at the end of the first term/semester/quarter upon presentation of a transcript from the accredited institution.
8. An essay of **at least 200 words but not more than 350 words** on a UNION related topic, i.e. what the Union means to me, Growing up in a Union family, etc. must be submitted with this application.
9. All essays become the sole property of the Central Michigan Area Local with reproduction rights.
10. All decisions on scholarships will be made by the scholarship committee and are final.

NOTE: The following statement must be signed by the member and applicant.

I understand that the decisions of the scholarship committee are final and binding. If I am selected, I will abide by these rules. I further agree to allow the CMAL to publish my name and photograph. I swear that all information on this application is correct and true.

Signature of Applicant

Date _____

Signature of Member

Date _____

**Terry Mead Scholarship
PO Box 21154
Lansing, Michigan 48909**

**Applications must be
RECEIVED by
Jan 1, 2021**



The Pacer
Central Michigan Area Local 300
PO Box 21154
Lansing, MI 48909-1154

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