

THE PACER
CENTRAL MICHIGAN AREA LOCAL-300

APWU
American Postal Workers Union, AFL-CIO

PPA
POSTAL PRESS ASSOCIATION

LABOR PRESS

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

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FIRST SIX MONTH'S AND MOVING FORWARD!

Looking back at six months in to this term, we have been able to make some positive changes to our Local's finances. We have adopted banking and compensation policies which tightened up some areas where we were lax. Our local has changed financial institutions to better suit our needs and bring us in compliance with guidance from APWU National. Our budget committee and executive board approved a comprehensive budget for 2021. We have made strides and are on

the correct path toward becoming a financially efficient local.

Your local stewards and officers have continued to receive training from APWU national via zoom. We have recently received the schedule for the next round of training across a variety of topics. Knowledge is power. These zoom training sessions allow local stewards to gain insight directly from national officers and business agents.

At the plant, proposed excessing to Electronic Technicians and Mail Processing Equipment Mechanics revealed a wildly inaccurate staffing package with machine end of run reports which do not reflect the actual run times of the machines. Maintenance Craft Director Jessica Kimble and maintenance steward Phil Wieferich have been hard at work going through the EOR reports and putting this issue through the grievance process.

MACEO COSPER PRESIDENT

We have contract negotiations on the horizon, and with the 18 recent plant consolidations generally occurring within the 50 mile radius, I expect the 50 mile radius to be one of the most fiercely negotiated issues at the national level.

As usual, feel free to reach out to me via email:
Maceo.cosper@gmail.com

BIPARTISAN POSTAL REFORM LEGISLATION INTRODUCED IN THE SENATE

May 26, 2021 - APWU

Last week, Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH), of the Homeland Security and Governmental Affairs Committee, led a bipartisan coalition of 20 original co-sponsors in introducing the Postal Service Reform Act of 2021 in the Senate (S. 1720).

This is a companion bill to legislation introduced in the House of Representatives (H.R. 3076) on May 11 by Chairwoman Carolyn Maloney (D-NY) and Ranking Member James Comer (R-KY) of the House Committee on Oversight and Reform. On May 13, the House Oversight and Government Reform Committee "marked-up" and approved the Postal Service Reform Act.

"The introduction of this companion legislation in the Senate places us on a strong path to pass much needed postal reform," said President Dimondstein. "I applaud Senators Peters and Portman for working together on a bipartisan solution. The U.S. mail belongs to every person in this country and

is not a partisan issue. The APWU looks forward to working with Congress to see this signed into law."

"This legislation presents an opportunity for Congress to provide needed financial and operational changes to the United States Postal Service," said Legislative and Political Director Judy Beard. "The bill will place USPS on the path toward financial stability by adding transparency to the Postal Service, enacting prospective Medicare integration, ensuring six-day delivery, and repealing the unfair pre-funding mandate."

The APWU believes this bill provides a workable route to achieve a robust future for America's Postal Service. Call your Congressional Representatives by dialing 844-402-1001 and ask them to support postal reform."

Components of the new postal reform legislation include:

REPEAL OF THE PRE-FUNDING MANDATE

H.R. 3076 and S. 1720 include

a longtime priority of APWU: the USPS Fairness Act. The inclusion of USPS Fairness Act means that, if passed, this postal reform legislation would repeal the onerous pre-funding mandate from the 2006 Postal Accountability and Enhancement Act, which requires USPS to fully pre-fund the health benefits for postal workers 75 years in advance. This requirement — which no other public or private entity is burdened with — is responsible for 84 percent of the Postal Service's net losses since 2007.

'MEDICARE INTEGRATION'

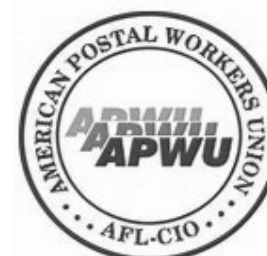
This legislation increases participation in Medicare by providing prospective Medicare integration. Current retirees will be given the option to remain in their Federal Employee Health Benefits Program (FEHBP) or join the newly created postal-only FEHBP and fully integrate into Medicare Parts A and B when eligible. Current retirees, age 65 or above, who exercise this option, and are subject to a late enrollment penalty, will be pro-

vided a one-time waiver of the late enrollment penalty. Active postal employees, as of January 1, 2023, will be automatically enrolled in the postal-only FEHBP and have their healthcare fully integrated, when eligible, with Medicare Parts A and B.

Members who receive healthcare through the VA, live abroad, or live in an area that does not offer Medicare will not be required to enroll in Medicare Part B.

Approximately 80 percent of Medicare-eligible retirees voluntarily enroll into Medicare A and B. APWU members have found that having a FEHBP plan and Medicare improves their access to healthcare and saves them money.

Continued on Page 6





I STILL NEED A LITTLE HELP!

JOHN D. GREATHOUSE
EDITOR

The Pacers 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.

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Williamston.....Vacant

TRUSTEES

Denise Fuller Asha Brown

MPWU

John D. GreathouseEditor

Well folks, I had written about this in the last edition of the Michigan Messenger, so this is an update and will also run in both editions of The Pacer and Michigan Messenger, so with the update, here we go!

Resolution

Michigan Senator Curtis Hertel introduced Senate Concurrent Resolution No.13 and Michigan Rep. Kara Hope introduced House Concurrent Resolution No. 6 in April.

These two Concurrent Resolutions are in essence, a show of support by the Michigan Legislature of the Postal Service.

As one might guess, that when this was introduced to the floor of both the Michigan Senate and the Michigan House, it was shuffled off to Committee to languish and die, as the GOP is not willing to bring it to the floor.

Here is where you come in

I need everyone to call the listed Michigan Senators and Michigan Representatives and ask them to support Senate Concurrent Resolution No.13 and House

Concurrent Resolution No. 6 and move these to the floor for a vote supporting America's Post Office.

This would be one of the first Joint Resolutions to be passed in the country and it would be sent off to DC to express Michigan's Support of America's Post Office.

Make the Call **TODAY**, and everyday till they bring it to a vote!

Senator Mike Shirkey – R Chairman

(517) 373-5932
sen-shirkey@senate.michigan.gov

Senator Dan Lauwers – R Vice Chairman

(517) 373-7708
senlauwers@senate.michigan.gov

Sen. Jim Ananich – D Minority Vice Chairman

517-373-0142
senjananich@senate.michigan.gov

Senator Aric Nesbitt - R

(517) 373-0793
sennesbitt@senate.michigan.gov

Sen. Stephanie Chang - D
517-373-7346
sen-schang@senate.michigan.gov

Rep. Mike Mueller - R (Chairman)
517-373-1780
mikemueller@house.mi.gov

Rep. Greg VanWoerkom - R (Majority Vice Chairman)
517-373-3436
GregVanWoerkom@house.mi.gov

Rep. Roger Hauck - R
517-373-1789
RogerHauck@house.mi.gov

Rep. John Cherry - D (Minority Vice Chairman)
(517) 373-7515
johncherry@house.mi.gov

Rep. Yousef Rabhi - D
517-373-2577
yousefrabhi@house.mi.gov

Make the Call... Email and too! We need to put the pressure on them to act.

In Solidary,

Just Say NO!!!

Don't think you are helping the Union or the PO by filling one of these out! Management will use it against the Union during contract negotiations!

Even if you don't fill it out but return it, local managers will get credit for it!

The Postal Pulse

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	Tammy Corkwell / Dionne Davis / 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 Wiefierich
2. Tour 2	Phil Wiefierich / Jessica Kimble / Maceo Cospers
3. Tour 3	Janel Rambo / Jim Steel / Phil Wiefierich
Motor Vehicle	John Greathouse / Mary Stephenson
Chief Steward	John Juel
APWU Health Plan, NRP, OWCP, FMLA & Limited Duty Issues.....	Tammy Corkwell

WEBPAGE

CMAL300.org

FACEBOOK

Central Michigan Area Postal Workers

ARTICLES DEADLINE

JULY 30, 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

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.

EMERGENCY FEDERAL EMPLOYEE LEAVE

DUSTIN HUME, HUMAN RELATIONS DIRECTOR

The Emergency Federal Employee Leave (EFEL) under the American Rescue Plan Act of 2021 (ARPA) has \$570 million in funds that are good from March 11th to September 20th or until the funds run out. While \$570 million may sound like a large amount, there are 2.9 million federal employees eligible to use this leave. If everyone took an equal amount of leave, it would be about \$196.55 a person. As of the end of April, postal employees have used about 13% of the fund. That number does not include any other federal employees.

Currently, the Office of Personnel Management (OPM) has not updated their reports on the balance of the fund, but when updates to the balance are posted, they can be found at: <https://www.opm.gov/policy-data-oversight/pay-leave/arpa/> near the bottom of the page under the subtitle "Status of the Federal ARPA funds."

One important consideration to using EFEL is that these hours are not credited towards a person's retirement. While the idea of having off 600 hours may sound good at the moment, it means that there will be an extra 600 hours that will have to be made up at the end of a person's career to keep the same credited hours as someone that did not take the leave.

With these new forms that were just released, it is best to be cognizant of the status of the EFEL fund. While we cannot tell you what is best for you and situation, we want everyone to have as much information as possible about how much leave is available, so that they can determine the best path for them. As a reminder, these forms do not waive your right to the grievance process.

Don't forget to visit CMAL300.org and sign up for our email list!

Did you hear it's Easier to File a FECA Claim for COVID-19 now?

The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it much easier for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees' Compensation Act. To establish a COVID-19 claim, you simply need to establish that you are a "covered employee," meaning that:

1. You were diagnosed with COVID-19. Specifically, you were diagnosed with COVID-19 while employed in the Federal service at any time during the period of January 27, 2020 to January 27, 2023; and,
2. Your duties include *any risk of exposure*. Specifically, within 21 days of your diagnosis of COVID-19, you carried out duties that—
 - a. required contact with patients, members of the public, or co-workers; or
 - b. included a risk of exposure to the novel coronavirus.



What Does the Change in the Law Mean?

1. You are only required to establish that your duties included a risk of exposure to COVID-19. You do not have to prove you were engaged in high-risk employment; that you were actually exposed to the virus; or that you were exposed to someone who had the virus while performing your duties.
2. If you establish that you are a "covered employee," any diagnosed COVID-19 will be deemed to have been proximately caused by your Federal employment. You no longer have to establish a causal link between your employment and your COVID-19 diagnosis.



What to Do:

You can quickly and easily file a CA-1 Claim for COVID-19 through the Employees' Compensation Operations and Management Portal (ECOMP). You can access ECOMP at ecomp.dol.gov. If you have never used ECOMP, you can [view this instructional video](#) to learn how to register for an ECOMP account, and [this video](#) to learn how to file a COVID-19 claim. If you don't have access to a computer, contact your supervisor.



Why File Now? What if I Think I Am OK?

If you were previously diagnosed with COVID-19 or even if you believe you just have a mild case of COVID-19, you should consider filing a COVID-19 FECA claim **now** even if you have fully recovered and/or had an asymptomatic infection.

- In the event you develop a consequential injury, impairment or illness later as a result of your COVID-19 diagnosis, timely filing your claim **now** will facilitate the processing of any future claim for any such consequential condition or impairment.
- If you wait until you experience a consequential injury or illness to file your COVID-19 claim, your claim may be subject to time limitation and you will have to establish **both** the initial COVID-19 claim and the consequential condition claim before benefits can begin.



What a Privatized Post Office will look like!



BUDGET & AUDIT REPORT

JANEL RAMBO, TREASURE

Your treasurer reporting in for our quarterly report. Over the past couple of months, we have conducted both and internal and external audit of our finances. We also set this year's budget back in our first quarter.

When I first started as treasure, I found some inconstancies in prior years. After all our audits were conducted, it was revealed to be bookkeeping er-

rors that caused inconstancies between the ledger and our accounts. I am happy to report no funds are missing and that ledger has been corrected. New practices have been adopted prevent any further problems.

We set a balanced and cautious budget this year, unsure of what the year may hold. So far, we are on budget for this year. Our current operating expenses are running at or below normal.

Which is good considering we had a few holdover items that need addressing this year. With any luck this will hold, and we will be able to stay under budget the entire year.

Current operating percentages are as follows:

- ◇ Administrative expenses – 30.7%
- ◇ Payroll – 40.4%
- ◇ Taxes 10.5%
- ◇ Charity 7%

Overall, we are operating at 88.6% of our current income. This is a great margin to be at and makes use flexible enough to react to anything that may happen this year.

If any of you ever have any have questions regarding my reports, feel free to come talk to me. I will be happy to clarify anything that may seem confusing.



HOW THE POSTAL REFORM BILL MAY HELP THE POSTAL SERVICE SLOW DOWN THE MAIL

STEVE HUTKINS,

SAVETHEPOSTOFFICE.COM

May 21, 2021

In August 1970, Title 39, aka the Postal Reorganization Act, created the Postal Service. The first section, 39 U.S. Code § 101, is entitled “Postal Policy.” It’s just over 400 words long, but it is probably the most frequently quoted passage in the history of postal legislation. It’s often cited in litigation, academic articles, and the dockets of the Postal Regulatory Commission.

In some respects, Section 101 is like the Preamble to the Constitution. It sets forth the basic principles on which the Postal Service is established:

(a) The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities. The costs of establishing and maintaining the Postal Service shall not be apportioned to impair the overall value of such service to the people.

Section 101 also protects small rural post offices by including this oft-cited passage:

(b) The Postal Service shall provide a maximum degree of effective and regular postal services to rural areas, communities, and small towns where post offices are not self-sustaining. No small post office shall be closed solely for operating at a deficit, it being the specific intent of the Congress that effective postal services be insured to residents of both urban and rural communities.

In 2008 Congress amended Section 101 on “Postal Policy” to remove part of a sentence in subpart (f) that required the

Postal Service to “make a fair and equitable distribution of mail business to carriers providing similar modes of transportation services to the Postal Service.” The passage was deleted under Pub. L. 110-405, the Air Carriage of International Mail Act, which modified how the Postal Service made air transportation contracts, apparently rendering the line unnecessary.

Aside from this minor change, there have been no other revisions of section 101. It reads today as it did in 1970.

Yet for some reason, buried deep in the postal reform bill gaining traction in Congress right now — H.R. 3076, “Postal Service Reform Act of 2021” — is a section that would amend 39 USC 101. (The text of the Senate version of postal reform, S.1720, isn’t available yet, but NALC says it includes a similar passage.)

The proposed modifications in the wording of the text may seem small, but they have huge implications. Here’s how part (f) reads now:

(f) In selecting modes of transportation, the Postal Service shall give highest consideration to the prompt and economical delivery of all mail. Modern methods of transporting mail by containerization and programs designed to achieve overnight transportation to the destination of important letter mail to all parts of the Nation shall be a primary goal of postal operations.

Here’s the section in the House bill that amends 39 USC 101:

SEC.
208. POSTAL SERVICE TRANSPORTATION SELECTION POLICY REVISIONS. Section 101(f) of title 39, United States Code, is amended—

(1) by striking “prompt and economical” and inserting “prompt, economical, consistent, and reliable”;

(2) by inserting after “all mail” the following: “in a manner that increases operational efficiency and reduces complexity”;

(3) by inserting “cost-effective” after “to achieve”; and

(4) by inserting “also” after “Nation shall”.

The revised version of Section 101 would thus read as follows, with the new phrases in italics:

In selecting modes of transportation, the Postal Service shall give highest consideration to the prompt, economical, consistent, and reliable delivery of all mail *in a manner that increases operational efficiency and reduces complexity*. Modern methods of transporting mail by containerization and programs designed to achieve *cost-effective* overnight transportation to the destination of important letter mail to all parts of the Nation shall *also* be a primary goal of postal operations.

Why does the bill include these changes, and who asked for them to be included?

My guess is the Postal Service, or someone acting on its behalf, asked for the changes, and the reason is simply this: The additional phrases will make it easier for the Postal Service to justify shifting from air transportation to surface transportation for First Class mail — a central feature of its plan to reduce service standards and slow down the mail.

One of the main arguments the Postal Service has put forth for reducing service standards — shifting a lot of mail with a 2-day standard to 3-day, and 3-day mail to 4- and 5-day — is that it will make it more feasible to reach a target of 95 percent on time. This, in turn, will make delivery of the mail more “consistent” and “reliable.”

In its Request for an Advisory Opinion from the Postal Regulatory Commission, the Postal Service puts it this way (italics added):

The accompanying testimony of witness Robert Cintron (USPS-T-1) describes the proposed service changes and their benefits. As he explains, the current service standards do not reflect the declines in mail volume, and make it very difficult for the Postal Service to provide *reliable and consistent ser-*

vice; this is evidenced by the fact that the Postal Service has consistently failed to achieve its service performance targets. In addition, attempting to meet the current standards results in high costs and *inefficiencies in the transportation network*, which is characterized by an *over-reliance on air transportation* and low utilization of truck capacity in long-haul surface transportation. (p. 6)

The Request repeats the theme of “reliable and consistent” and “more efficient” transportation again on the next page:

Overall, these changes will enable the Postal Service to provide the American people with *more reliable and consistent service*, through a *more efficient* network. As witness Cintron notes, the Postal Service intends to consistently meet or exceed service performance targets of 95 percent through implementation of this change, as well as other initiatives. (p. 7)

And again, a couple of pages later:

Overall, these testimonies demonstrate a number of significant benefits from implementing these service standard changes. The proposed changes would enable much *more reliable and consistent* service for mailers. (p. 9)

In addition to claiming that lower standards will make for more “reliable and consistent service,” the Postal Service argues that one of the problems with depending on air transportation — which is necessary in order to meet a 3-day service standard for mail that has to travel over a thousand miles — is that air transport is too “complex.”

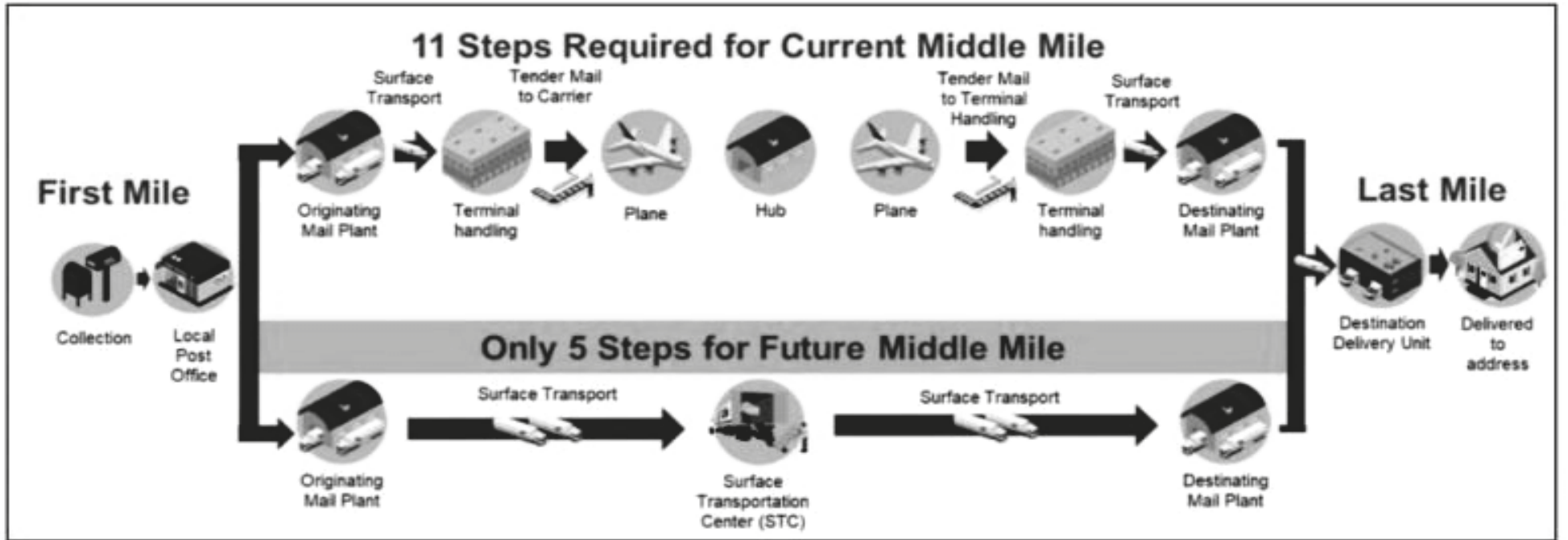
In his testimony, Mr. Cintron explains it this way:

By moving First-Class Mail from air to surface, the Postal Service will also be able to reduce the total number of touch points for each mail piece, which mitigates opportunities for delay and, therefore, improves service reliability.

Continued on the Next Page

HOW THE POSTAL REFORM BILL MAY HELP THE POSTAL SERVICE SLOW DOWN THE MAIL

STEVE HUTKINS,
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for each mail piece, which mitigates opportunities for delay and, therefore, improves service reliability.

Cintron includes this diagram to show how much simpler it is to avoid air transport.

The Postal Service included a similar version of this diagram in its 10-year plan with the following comment: “The Postal Service does not own planes and is forced to rely on third parties for air transport. The complexity and constraints of the air network are contributing factors to the poor performance of First-Class Mail.”

Service standards, the “reliability” issue, and the “complexity” of the transportation network all come together this passage in the 10-year plan:

The Postal Service sets standards for mail delivery so that customers and mailers can ex-

pect *consistent and predictable* delivery. However, as noted above, we have not met current targets for First-Class Mail composite or First-Class Mail 3- to 5-day service standards over the past eight years. The current standards do not reflect dramatically declining mail volumes, and require the Postal Service to use *complex, high cost and unreliable transportation* networks. They are simply unsuitable for setting realistic expectations for timely and *reliable* mail delivery in today’s environment.

These examples from the 10-year plan and the Postal Service’s materials for the Advisory Opinion make it clear that the proposed changes to Section 101 of Title 39 are not as minor as they appear to be.

When it comes to rationalizing its plan to downgrade delivery speed, “reliable” and “consistent” are the Postal Ser-

vice’s mantra. And aside from some cost savings (the estimates for which will be disputed during the Advisory Opinion process), the main justification for eliminating air transportation is that it will “reduce complexity.”

Amending section 101(f) to add “consistent” and “reliable” and “reduces complexity” will accomplish only one thing: it will make it easier for the Postal Service to downgrade service standards, eliminate air transportation for mail within the contiguous U.S., and increase average delivery time from about 2.5 day to 3 days.

There is much in the proposed legislation to recommend it, but there is no reason for Section 208 to be included. Congress should not be facilitating Postmaster General DeJoy’s efforts to slow down the mail.

WANT TO DO MORE TO HELP? HERE'S HOW!

Please enter comments at prc.gov/contact.

You should include reference to [Docket No. N2021-1; Order No. 5875] in your comments.

You can also write the:
Postal Regulatory Commission
 901 NEW YORK AVENUE NW, SUITE 200
 WASHINGTON, DC 20268-0001

OR CALL **202-789-6800**

There is also created a petition to be sent to the Postal Regulatory Commission, I hope you consider signing and sharing, <https://sign.moveon.org/petitions/demanding-excellence-from-usps-1>

ANTON HAJJAR CONFIRMED TO POSTAL BOARD OF GOVERNORS

May 28, 2021 - APWU

“The confirmation of Hajjar, McReynolds, and Stroman would not have been possible without the sustained campaign led by APWU members and allies. We are immensely proud of our efforts to confirm these new members. Our success is a reflection of the fact that when we work together, we can secure a vibrant public Postal Service for our country,” said Legislative and Political Director Judy Beard.

Earlier this year, we successfully petitioned the Biden Administration to swiftly nominate governors to the Board who would work to restore quality mail service and support an agenda of expanding the role of USPS in serving our communities. Then we contacted our Senators and urged them to vote to confirm Hajjar, McReynolds, and Stroman when their nominations were brought before the Senate for a full vote. APWU members made over 2,000 calls.

After the November election, President Dimondstein and Legislative and Political Director Judy Beard brought the Postal Board of Governors vacancies to the attention of the Biden administration, urging them to promptly name pro-postal nominees. Many members of Congress echoed this request and we are grateful for their support prior to and throughout the nomination process. We thank the Biden Administration for nominating three very qualified nominees and are especially thankful to Senate Majority Leader Chuck Schumer (D-NY)

and Senator Gary Peters (D-MI) for their leadership and commitment to confirming these nominees.

DUTIES OF THE BOARD

The Postal Board of Governors is responsible for major decisions about the Postal Service’s operations, policies, and expenditures. A Board with a pro-postal majority can hold the Postmaster General accountable and keep the Postal Service committed to vibrant, public and universal postal service.

The new Governors will have the power to:

- Push for speedier delivery
- Fight against mail slowdowns and post office closures
- Defend and expand postal services
- Keep the Postal Service committed to vibrant, public and universal postal service

Work to ensure election ballots are processed and delivered on time

The Board is made up of eleven members, which includes the Postmaster General and Deputy Postmaster General. Once the new members are confirmed, the Board will consist of:

1. Ron A. Bloom, Chairman
2. Roman Martinez IV, Vice Chairman
3. John M. Barger, Member
4. Robert M. Duncan, Member
5. Donald L. Moak, Member
6. William D. Zollars, Member

7. Amber McReynolds, Member

8. Ron Stroman, Member

9. Anton Hajjar, Member

10. Douglas Tulino, Deputy Postmaster General and Chief Human Resources Officer

Louis DeJoy, Postmaster General and Chief Executive Officer

LEARN MORE ABOUT THE THREE NEW MEMBERS TO THE POSTAL BOARD OF GOVERNORS:

Anton Hajjar

Anton Hajjar is the former general counsel of the American Postal Workers Union, AFL-CIO, and has significant experience representing unions and union workers. Hajjar has also served as an advisor and pro bono attorney in employment discrimination cases, including those of Arab and Muslim-Americans following the September 11, 2001 terrorist attacks, and continues to serve as a legal adviser to the American-Arab Anti-Discrimination Committee. In 2002, he was elected to membership in the American Law Institute and currently serves on its governing Board. Hajjar received his Bachelor’s degree from Fordham University, graduated with honors from Tulane University Law School, and clerked for Judge John Minor Wisdom of the Court of Appeals for the Fifth Circuit.

Amber McReynolds

Amber McReynolds is a leading expert on election administra-

tion and policy. She is currently the CEO of the National Vote at Home Institute, a non-partisan non-profit dedicated to expanding and improving vote-by-mail systems in all fifty states, and former Director of Elections for the City and County of Denver, Colorado, where her team implemented a first-in-the-nation ballot tracking, reporting, and communication program that increased accountability and enhanced security for mail ballots. McReynolds received her Bachelor’s Degree from the University of Illinois, Urbana-Champaign and her Master’s Degree from the London School of Economics and Political Science.

Ron Stroman

Ron Stroman recently served as Deputy Postmaster General and Chief Governmental Relations Officer for the United States Postal Service. Stroman previously served in multiple roles in the House of Representatives including Staff Director and Minority Staff Director for the Committee on Oversight and Government Reform, staff member on the Committee on Government Operations, and counsel for the House Judiciary Committee. Stroman has also previously worked in an executive role at the U.S. Department of Transportation and as an attorney with the U.S. Department of Housing and Urban Development. He received his Bachelor’s Degree from Manhattan College and his J.D. from Rutgers University Law Center.

Postal Reform—From Pg. 1

Postal employees and the Postal Service have long subsidized Medicare, paying over \$34 billion in Medicare taxes since 1983. Postal employees, retirees, and the Postal Service can realize the benefit of those contributions through Medicare integration.

USPS TRANSPARENCY

The bill would require USPS to set up a public “dashboard” on

their website which will publish weekly performance data. This data will allow postal observers to monitor any service failures, identify mail slowdowns, and pinpoint zip codes experiencing consistent diminished service performance. This added oversight will provide postal allies with new tools to fight back against consolidations and closures. These tools will also allow us to determine specific areas across the country in need of additional postal investment.

SIX-DAY DELIVERY

In order to remain competitive and provide the kind of service people across this country deserve, this bill includes language that would protect six-day delivery. This provision is crucial. For those who want to privatize the Postal Service, any effort to degrade service often starts with paring back on the number of delivery days. Privatizers know that by degrading service, they can drive business away, undermine our public

Postal Service, and justify privatization.

Reduced delivery days can lead to fewer people turning to USPS when they need to send packages, job losses, and harm communities that depend on mail delivery. That’s why APWU has fought to secure the six-day delivery provision in this bill.

THE PACER

MINUTES - EXECUTIVE BOARD & GENERAL MEMBERSHIP ~ MARCH, APRIL & MAY 2021

EXECUTIVE BOARD MEETING - March 17, 2021

Officers Present: Maceo Cosper, Dionne Davis, Lisa Hauser, Janel Rambo, John Greathouse, Dustin Hume, Dan McCasey, Jessica Kimble, Shay Berning, Denise Fuller, Asha Brown.
Members Present: Jim Steel
 Roll Call of Officers

Janel Rambo (m) to accept the minutes as posted and sent out. Lisa Hauser (s) a vote was taken and passed.

Reading of Bills and Communications

Maintenance Craft Director Report-Jessica reported that she has received grievances about people wearing masks and also that she has been trying to get a job filled on tour 3.
 Treasurer-Janel Rambo reported on current bills and various communications.

Mew Member(s): WELCOME Glenn Tigner.

Closing of the official attendance record.

Reports of Officers and Committees:

Dionne Davis-no comment.
 Lisa Hauser-no comment.
 Janel Rambo-Janel reported that management has been doing quite a few pre-discipline meetings lately. Janel also reported that the LM3 report will be complete and filed before the end of the month. Janel is also preparing for the internal audit coming up April 14th. Dustin Hume-Dustin reported that management has finally stopped making late over time calls. Also, members have been signing up for our on-line contact list.
 Jessica Kimble-no comment.
 Shay Berning-no comment.
 Asha Brown-no comment.
 Denise Fuller-Denise shared that the DBCS machines have had the extensions added but that there has not been the addition of (or mention of) an additional sweep.
 John Greathouse-John reported that the new Pacer is out. John explained that there will be a new change to the appearance of the new look, although the two color is appealing, it was a nightmare for the press. The change will save us money.
 The Good of The Federation
 Maceo stated he is sending good thoughts to our Clerk Craft Director, Tammy Corkwell.

Unfinished Business

No comments.

New Business

Janel Rambo shared a logo she created for our local. Executive Board members gave suggestions and comments. John Greathouse (m) to allow time for there to be changes to logo and return with the logo to the next Executive Board Meeting in April. Dustin Hume (s). A vote was taken and the motion carried.

John Greathouse verified that Maceo Cosper had received an email he sent to him and then shared the email for everyone on the Zoom meeting to view. John Greathouse then read it aloud. This email listed charges he has brought against Janel Rambo for defamation of character and slander. Discussion followed.

Janel Rambo proposed a bank account policy. This was placed on a share view for everyone at the Executive Board Meeting to view. Discussion followed. John Greathouse (m) that the proposed bank account policy be taken to the budget committee for review and any necessary modifications and presented again at the upcoming April meeting. Dionne Davis (s). A vote was taken and carried.

John Greathouse explained that he will be sending information (previous copies of The Pacer for the National Postal Press Association award competition) to the Editorial Committee for their review and recommendations to be put forward for the competition. John plans to get this to the Committee by the first of the week.

Lisa Hauser (m) to adjourn, Dustin Hume (s). A vote was taken and carried.
 Meeting Adjourned.

General Membership Meeting - March 17, 2021

Officers Present: Maceo Cosper, Dionne Davis, Lisa Hauser, Janel Rambo, John Greathouse, Dan McCasey, Dustin Hume, Jessica Kimble, Asha Brown, Denise Fuller.
Members Present: Jim Steel, John Juel.

Following the reading of the previous Executive Board Meeting, Lisa Hauser (m) to accept the minutes as read. John Greathouse (s). A vote was taken and carried.
 Discussion followed concerning how the Executive Board and General Membership meeting was being conducted versus how the meetings have been run in the past. John Greathouse (m) for the Constitution Committee to meet and draft up a proposed agenda format for the Executive Board Meeting-To be taken through the normal process and added to the Constitution. John Juel (s). A vote was taken and carried.

New Business:

John Greathouse asked what was the status of the report following the Special Budget Meeting held last week and the result of the issue of a non-member conducting our audit.
 Janel Rambo responded that the audit is ongoing but not yet complete.

For The Good of the Federation

WELCOME Glenn Tigner!

New Business

Jim Steel asked if there was any anticipated time that we will be able to meet again downtown at the AFL-CIO building. Maceo explained that they are still prohibiting in person meetings at this time.
 Janel Rambo (m) to adjourn. Dustin Hume (s). A vote was taken and carried.

EXECUTIVE BOARD MEETING - April 21, 2021

Officers Present: Maceo Cosper, Dionne Davis, Lisa Hauser, Janel Rambo, John Greathouse, Jessica Kimble, Denise Fuller, Tammy Corkwell, and Dustin Hume.
Members Present: Lisa Jackson

John Greathouse (m) to suspend the regular order of business to address the agenda items requested by the Executive Board. Lisa Hauser (s). Vote taken-Carried.

Agenda Items:

- 1.Pre-Authorization of Code 84 for Stewards and the Executive Board-Discussion followed concerning the need to have the number of hours of code 84 specified that the Executive Board and Stewards will need to request in order to attend meetings (not including the monthly Executive Board and General Membership Meetings).
- 2.Status of Alleged Budget Discrepancies- Janel Rambo explained the findings and discrepancies in our accounts to date.
- 3.Authorization for moving our Bank Accounts-Our President explained that we are now with 5/3 Bank and that National advised us to move our accounts. Maceo further explained that our Constitution does not say that the Executive Board has to vote on this, hence, the authority to do this lies with him.
- 4.Authorization for sharing financial records with non-APWU parties. Much discussion followed and it was determined that all our financial records have been returned to the local Treasurer.

John Greathouse (m) to resume the regular Executive Board Meeting, Dionne Davis (s).
 Tammy Corwell (m) to accept the previous months minutes as posted. Dustin Hume (s)Vote taken and Carried.

Bills and Communications

Maceo read a communication that does not belong to our local and informed us that it was from a Law office but that he contacted them and let them know we will not be paying it.

New Members- Richard Nostrant and Jamir Thurman. WELCOME!

Report of Officers:

Dionne-no comment.
 Lisa Hauser-no comment.
 Janel Rambo-Janel reported that not much has been going on but employees have been running alone. Also, Maintenance has their own grievance for over 60 hours.
 John Greathouse- John said that he would be making his report during the General Membership meeting.
 Jessica Kimble-no comment.
 Tammy Corkwell- Tammy reported that she is having a wonderful vacation.
 Dustin Hume-no comment.
 Denise Fuller-Denise reported that a lot of tour 2 employees have been working alone.

Unfinished Business

Janel Rambo shared her new logo with the recommended changes discussed at the last meeting.
 John Greathouse shared a new logo he designed and would like considered. It was decided that a special committee would be assigned to take this on as a task and plan a new logo. Maceo took volunteers and as-

signed the following people to this committee. John Greathouse, Janel Rambo, Dustin Hume, and Lisa Hauser.

Janel Rambo (Treasurer) shared the CMAL Bank Account Policy that she shared last month at the Executive Board Meeting but with a change that was suggested. Janel Rambo (m) to adopt the policy for the accounts going forward. Dustin Hume (s) Discussion and questions from the Executive Board took place. Tammy Corkwell (amended-m) to read all 3 parties named are necessary and must unanimously agree to make any changes or adjust any amounts moved to each fund. Vote taken on motion amended. Vote Carried. Vote taken on original motion- Vote Carried.

Tammy Corkwell (m) To Adjourn. John Greathouse (s) Meeting Adjourned.

GENERAL MEMBERSHIP MEETING - April 21, 2021

Officers Present: Maceo Cosper, Dionne Davis, Lisa Hauser, Janel Rambo, John Greathouse, Dustin Hume, Jessica Kimble, Tammy Corkwell, Denise Fuller

Members Present: Lisa Jackson and Dan McCasey

Tammy Corkwell (m) to accept the previous months minutes as posted, Lisa Hauser (s). Vote taken-Carried.
 Tammy Corkwell (m) to accept the previous Executive Board Meeting minutes from today. Dustin Hume (s). Vote taken-Carried.
 John Greathouse informed everyone that articles for the next Pacer are due by May 10, 2021. There will be a redesign of the Pacer with some new additions to make it more user friendly. Our price for the Pacer is the best in the United States.

New Business:

It was posed as a question whether we have entertained the idea to do shirts for the members. This is something that will be considered in the future.
 Tammy Corkwell (m) to adjourn. John Greathouse (s). Meeting Adjourned.

EXECUTIVE BOARD MEETING - May 19, 2021

Officers Present: Maceo Cosper, Dionne Davis, Lisa Hauser, Janel Rambo Shay Berning, Dustin Hume, Asha Brown, Jessica Kimble, Tammy Corkwell

Members Present: Dan McCasey, Lisa Jackson

Lisa Hauser (m) to accept the previous months Executive Board Meeting minutes. Dustin Hume (s), Vote taken and passed.

In reference to how we have been conducting the monthly Executive Board Meetings, Our Local President explained that there is some wiggle room to change the order as long as we include it in our minutes.
 Bills and Communications-Maceo Cosper deferred this to the Treasurer.
 Recognition of New Members-There are no new Members this month.
 Closing of the attendance record.

Agenda Items

Budget Committee Report/ by Janel Rambo
 3971's are not being initialed and need to be.
 Total hourly running for each position in the Constitution
 Adopt 2 policies already reviewed
 Increase budget for new member sign up from \$1500 to \$2500. The money is already set aside.
 Dionne Davis never turned in a voucher for her lost sick leave and annual and was not paid.
 Tammy Corkwell (m) to pay the late voucher that will be submitted tomorrow by Dionne Davis (for lost time in 2020), Janel Rambo (s) Vote taken and passed.
 Tammy Corkwell lead a discussion concerning the initials on 3971's. Tammy recommended referring it to the Constitution Committee (Jim Steel, John Juel, Lisa Hauser, and Janel Rambo).
 Janel shared the "Other Compensation Policy"
 Per the recommendation of the Budget Committee, Janel Rambo (m) to accept the "Other Compensation Policy, "as revised and edited. Dustin Hume (s). Vote taken and passed.
 Janel shared the "Code 84 Policy"
 Tammy Corkwell (m) the paragraph with the 20 hour blocks regarding payouts be stricken from the Policy.
 Dusting Hume (s). Vote taken and passed.
 Dustin Hume (m) to accept Code 84 Policy as amended. Janel Rambo (s) Vote taken and passed as amended.
 Janel Rambo (m) to increase budget for new member sign up from \$1500 to \$2500 based on recommendation from the Budget Committee. Dustin Hume (s). Vote Taken and passed.
 Pacer Articles-Lisa Hauser explained that our Editor, John Greathouse needs articles written for the Pacer. There are requirements for some of the Executive Board Members to write articles or it is sometimes required when completing training.
 Training for New Stewards-Maceo discussed the various options for training upcoming Stewards.
 Tammy Corkwell(m) authorize Lisa Jackson to perform a training for people interested in becoming Stewards unless John Juel has already arranged such training. Dustin Hume (s). Vote taken and passed.
 Maceo reviewed upcoming training and will be sending the information out to everyone who may be interested.
 June 16 at 1pm is the training
 Labor Management Meeting-Maceo Cosper explained that he is meeting with the Plant Manager several times a week but not under the official heading of Labor Management.
 Phone in Union Office-Maceo explained why it is believed that the phone is not working properly and what we need to do to order a new phone.
 Dismissal of Charges-Tammy Corkwell explained why it is unlikely that Maceo Cosper as President has the authority to dismiss the recent charges made by John Greathouse against Janel Rambo. Tammy Corkwell (m) the letter that was written dismissing the charges will be rescinded and considered void and we will proceed following proper procedure according to the Constitution for a trial. Lisa Hauser (s). Vote taken and Passed.

New Business

Janel Rambo announced that there are still 2 things to vote on:
 1. Replace 2- 5 drawer filing cabinets with 2-4 drawer filing cabinets. The cost will be approximately \$220 for each new file cabinet.
 2. A color printer which will cost approximately \$260.
 The money is set aside for these items. Janel Rambo (m) to purchase 2 file cabinets and a color printer for the local. Dustin Hume (s). Vote taken and Passed.

Tammy Corkwell (m) to adjourn, Lisa Hauser (s). Meeting Adjourned.

GENERAL MEMBERSHIP MEETING - May 19, 2021

Officers Present: Maceo Cosper, Dionne Davis, Lisa Hauser, Tammy Corkwell, Janel Rambo, Dustin Hume, Asha Brown, Shay Berning

Members Present: Dan McCasey, Lisa Jackson.

Lisa Hauser (m) to accept the minutes from the previous Executive Board Meeting from today.
 Tammy Corkwell(s) Vote taken and passed.

Reading of Bills and Communications-Read at the Previous Executive Board Meeting.
 Bills-All bills are currently caught up.

Recognition of new Members- No new members
 Closing of the attendance book.

Report of Officers

Lisa Hauser- no comment.
 Janel Rambo- Janel reported that some 204B's have stepped down.
 Tammy Cokwell-Tammy reported that there are a couple issues she is working on, One in Holt and one that is local. Both are going good.
 Dionne Davis-no comment.
 Shay Berning-no comment.
 Dustin Hume-Dustin shared the issue that employees are not filling out EFEL right and ending up receiving LWOP.
 Asha Brown-no comment.
 John Greathouse-John reported that he needs Pacer articles as the deadline is coming up.

Good of the Federation

Tammy Corkwell thanked Lisa Jackson for being so willing to do the steward training.

Unfinished Business

Quarterly audit by Trustees-Maceo explained that he recently received information about training for our Trustee and the training is coming up.
 Tammy Corkwell (m) to adjourn. Lisa Hauser (s). Meeting Adjourned.



THEY DON'T HAVE THE RIGHT

OMAR M. GONZALEZ, WESTERN REGION COORDINATOR,
FROM IOWA POSTAL SOLIDARITY, OCTOBER 2019

We often hear that 'management We often hear that 'management has the right to mismanage NO, THEY DON'T!

Laws require that USPS be run efficiently, including managing the workforce.

Postal regulations, statutes and our contract outline what management cannot do. When we fight management, we must use all three resources. Postal life would be less hectic if only all parties followed the union contract. Regulations related to your working conditions, hours and wages are subject to the contract. Management does not own the Postal Service, they operate it.

They don't have the unilateral right to do our work unless permitted by Article 1 Section 6a and b. In level 18 offices they can do only 15 hours of craft work per week. In larger offices

they have to meet one of the five exceptions, otherwise they have to pay the employee who would have performed the work.

They don't have the right to just make anyone a 204b unless a PS 1723 is issued to the union in advance and restricted the use of the 204b before an individual forfeits their bid.

They don't have the right to unilaterally change established past practices in your office even when new bosses take over. Article 5 and the law prohibits unilateral changes to the CBA or past practice, unless negotiated with the union after notice is given.

They don't have the right to make cross craft assignments unless they meet certain conditions reasonably unforeseeable or unavoidable per Article 7. Intentional understaffing is not one of those.

They don't have the right to impose overtime without penalties which include additional premiums for exceeding the 12-hour daily/60 hours weekly limits. Nor can they schedule overtime (OT) willy-nilly without penalty. CBA Article 8 has 2.5 pages of rules and the JCIM has 13 pages on OT rules.

They don't have the right to change your work hours unless they comply with federal law, their own out-of-schedule premium rules and Article 8 contract restrictions. Nor can they change your rest days without complying with the work week and craft articles.

They don't have the right to demand medical documentation for sick leave absence of 3 or less days unless they can show a legitimate business reason do it. It is not just on their demand; they must also consider your welfare—equitably on a case-by-case basis—per Articles 10, 16, and 19.

They don't have the right to reassign you at will. They must comply with seniority rules, bid rights, section identifications, skill requirements, higher level pay rules and other contract restrictions.

They don't have the right to treat PSEs as servants or casuals, these employees have specific contract rights. Being a "Postal Support Em-

ployee" is not a green light for mistreatment. PSEs have their own CBA sections covering their employment and their conversion to career status.

They don't have the right to unilaterally deny light duty to injured workers, they are obligated to make every effort to find work that employee can perform. Being denied work is not automatic. There are strong protections in Article 13.

They don't have the right to work you in a dirty, unsafe place nor abuse you in any way. Many regulations, laws and Article 14 offer strong protections. Federal law imposes penalties for unsafe conditions.

They don't have the right to impose discipline at will and must prove 'Just cause' exists by following six distinct rules. In discipline cases, management has the burden of proof and must comply with due process procedures. The contract has 392 pages agreed upon work rules that have no value unless they are enforced by us all. You have a right to grieve violations. Access the CBA/JCIM here and then fight to enforce it. We are fighting for a new contract now! Please stand with me and the entire APWU like never before.

You cannot spell **UNION** without **U** and **I**.



THE PACER
Central Michigan Area Local 300
PO Box 21154
Lansing, MI 48909-1154

