



Michigan Messenger

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President's Report



Gary VanHoogstraten

This past week, the UAW and the big three automakers opened up contract negotiations. In one of the local papers it stated that it is crunch time for saving what remains of Detroit's auto industry. It is a tall order to expect that a new contract

can be ratified by September. Also, in the same article it gives a scenario of an obligation of nearly \$100 billion for future retiree health care for hourly workers. The idea of creation of a union-run Volunteer Employee Benefits Association has been mentioned. This would take the program off the company's books. Health Insurance as we all know, is one of the first items that is brought to most bargaining tables. I wish the best to all of our Sister and Brother Union members of the UAW in their contract talks.

Most probably know that the USPS and the NALC have reached an agreement on their contract. In a recent statement by President Burrus: "As President and Chief negotiator for the APWU, my focus in contract negotiations is to achieve the objectives of the membership. In this capacity I do not have the luxury making comparisons to the success of other unions, and I choose not to justify our achievements to others. However, when workers are represented by multiple unions in the same work centers, contract comparisons are inevitable as individuals evaluate their conditions of employment relative to the conditions governing co-workers. This is one of the reasons the APWU constitution affirms our beliefs in a single union of all postal employees. A single union would deny management the opportunity to set one group of employees against another." Is he making excuses for what the difference in what the Unions received? I will give you some of the comparisons and you can be the judge.

Wage Increases

<u>Added to Basic Pay</u>	<u>Year</u>	<u>% for APWU</u>	<u>% for NALC</u>
November	2006	1.3	1.4
Sept COLA	2007	1.52	\$686 lump sum
November	2007	0	1.8
February	2008	Upgrade (2.6)	0
November	2008	0	1.9
November	2009	1.2	1.9
Totals		6.62%	7%

The APWU eliminated all Clerk-Craft PTF's in offices of 200 work-years or more; Won Bereavement Leave; Limited the employment of casuals by installation; Extended casual assignments to 360 days; Increased the number of casuals management may employ from 5.9% to 6%

We have to remember how many casual in lieu of grievances that have been filed and the money some of these locals have received.

The NALC protected subcontracting in 3,000 delivery units for the life of the agreement; Converted all casuals to TE's with appointments of 359 days; Eliminated the "in lieu of" restrictions on the use of casuals in offices of 200 work years

One thing we have to remember is that we can't sign casuals into the Union but we can the TE's. No more casuals in the NALC is a plus; however, the 3000 delivery units is still a point of contentions. I know in a few cities just in Michigan, there are 8 to 10 delivery units per city. This are just some of the highlights that I have seen posted recently.

What has the Union done for me and why belong.

I have heard some rumblings recently about the latest Constitutional change which occurred at the last convention in Philly. The change is dealing with that all locals must belong to the State organization. Do we have a Union or do some of you want to be a Wal-Mart? Where you can pick and chose which parts you want to have and for the less amount.

Let me give some perspectives on just a few of your state officers and how they have represented you:

⇒ Let's begin with our Human Resources/OWCP Director, Ron Krumrie. Ron is one of the most knowledgeable OWCP representatives that I personally know of in not only Michigan, but the entire Region and Country. Ron has taught in most district meetings and conven-

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President's Report Continued

tions. His knowledge and representation has probably saved many jobs, wages and to say the least, stress to many members throughout the State.

- ⇒ John Smeekens, the Veterans Director for the State. He is the first and only Director on anyone's Executive Board in the country. This position was created the last constitutional convention and we should be proud of that. Even though he is new to the Board, his training at the convention and his articles in the Michigan Messenger are excellent.
- ⇒ Jane Duggan, our Maintenance Craft Director; words are hard to describe how much she means to so many people. To have her one of the head trainers at the training facility in Norman Oklahoma should speak for itself. Jane is always there for any questions or problems that any maintenance member has asked her. Her knowledge to be able to train all maintenance employees throughout the United States is more than impressive.
- ⇒ Larry Moyer, Area 1 Director. Larry was also at one time the Clerk Craft Director for the State and is also the Local President of Troy. Larry recently taught computer classes at the Educational Convention. For those that attended, I was told that his class was very informative for all of them. He is currently attending night classes to advance his knowledge in computers. He has also been selected by the District to be one of the trainers in their computer classes. This shows you how much faith the Post Office has in him as a trainer. I think it is great to have a Union Member/Officer train employees at the District level.
- ⇒ And don't forget our State Retiree Chapter and their President Al LaBrecque. Our State is one of 4 in the US that has an active State and Local Retiree Chapters. Al has been around for a while and his background and knowledge, not to leave out his articles for the State paper, which are a tool for all of us.

So when those that are rumbling about this recent change, these are just a few Officers and Programs that are supplied for you. So for those to say, I don't need the State for training, I can get the National to do this. You have to remember that most of these National Officers were at one time State Officers and Local Officers. Yes you do need the State Union because they are your Officers.

Area 1, 2 & 3 District Meeting is now finalized. Larry Moyer has done an outstanding job taking the "bull by the horns" and has done most of the leg work. Take a look at this edition of the Messenger as well as our website for information.

Summer is in the full swing of things. I hope all of you enjoy your summer and make it a safe one.

Until Next Time




Secretary's Writings

Harold Juhl
Executive Secretary

First I would like to apologize for not having articles in the last two issues. I have been really busy in my own local with a variety of issues. I know that not a very good reason, but that's all I have.

I would like to take this time to acknowledge our Director of Research and Education for a job well done putting together the State Educational Convention. The classes were very diverse and were well attended. The instructors did an excellent job with presenting the materials that we need in our locals to keep us updated so we can represent our members to the best of our abilities. We had a great turn out with over 130 delegates in attendance. Good job Mike.

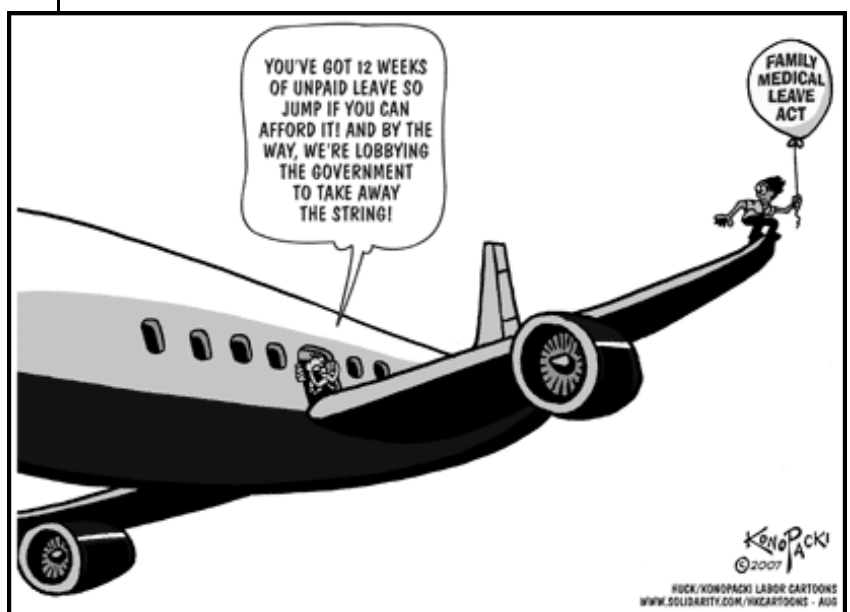
To all of the Officers of the MPWU, if you need anything don't hesitate to let me know. (paper, envelopes, etc;) Please feel free to call me, or e-mail me.

I hope to see everyone in Vegas at the Multi-Craft Conference and at the upcoming District Meeting in October, which should be a great educational experience which our National Officers will provide to us.

In closing, I hope everyone is enjoying the great weather we have been having and be safe while you're out doing whatever you may be doing.

In Solidarity,

Harold





The Long and Short of It

Michael A. Long
Editor

Educational Convention

This year's Educational Convention is now but a memory, but the training shared will remain with us for years to come. Not only was this year's convention a first for many different aspects, it was also the last for two. Since the convention, we have lost two longstanding unionist, the first, Percy was honored in last month's edition of this paper, and Charles Turner (Maintenance Craft Director for Detroit District Area Local) was taken from us on July 18 (See related story on Page 20).

Huge Apology

As I stated above, with the passing of Percy, I felt that everything that he did for our state, holding up the Messenger to put his Memoriam in was worth it. However, never in my wildest dreams did I think the paper was going to be as late as it was. As I mentioned in last month's edition, we changed the way we were doing the paper. This unfortunately had some dire consequences. By the way, if you are wondering about this edition, it is bigger. We have once again changed printers and mailers. This time, we have gone with Allied Media out of Fenton, Michigan. This printer has given us the opportunity to change not only the way we do the paper, but also more changes as to the look, feel, and more importantly flexibility. President Gary VanHoogstraten and I visited this printer last month, and was very impressed with this set up and their union dedication. Everyone at this printer is a card-carrying member of their union. Unlike some printers, where you can go and the only member of the union is the owner, or maybe one person in the shop (it only takes one union person to be in the printing business to be eligible for the union bug), this printer is 100% union and proud of it.

PPA Convention

The PPA Convention has just ended. I took along this edition of the Messenger to get some feedback on it from the professional teachers and maybe some tricks of the trade to improve it for you. While at this convention, Michigan was very well represented. Paul Felton (480-481 Area Local), Perry Schweitzer (Central Michigan Area Local), Barb Tubbs (Western Michigan Area Local), and Larry Trayner (Detroit District Area Local (representing the Deaf and Hard of Hearing Task Force) and yours truly were all in attendance.

Michigan also did well this year in awards. Paul Felton took home 3 awards; winning First Place for Overall Excellence, First Place for Best Editorial, and Honorable Mention for Best Creative Writing. Perry Schweitzer won Honorable Mention for the Hank Greenburg Award for New Editors; and the

MPWU Website won Honorable Mention for Website in the Non-Professional category. Congratulations to all the winners!

Labor Day

By the time this edition of the Messenger reaches your mailbox, Labor Day will be fast approaching. I implore you to make the best of it. This holiday is meant to represent us, the men and women who have built this union, not only in the labor sense, but also America. This holiday, which began in 1882, originated from a desire by the Central Labor Union to create a day off for the "working man." It is still celebrated mainly as a day of rest and marks the symbolic end of summer for many. If your local town has a parade, get involved. Get out and walk in it. If your local area is having any festivities, get out there and enjoy/partake in it. You are union, we are union, and together we make a better union.

Upcoming District Meeting

The next District Meeting has just been finalized. See the back page of this edition of the Messenger for details. I look forward to seeing as many of you as possible there. Henry Peter Brougham, Baron is quoted to say: "Education makes a people easy to lead, but difficult to drive; easy to govern, but impossible to enslave." If there is anymore reason to become educated, this is it.

In closing, I hope you like the changes this edition have brought. Please let me know either positive or negative feedback. This is your publication, you need to let me know what you like, what you don't, and what you want to see in it or out of it.

Yours in Solidarity,

Michael Long



(L-R) Perry Schweitzer, Paul Felton, and Michael Long posing with their awards from the 2007 PPA Convention (See story above)

Legislative Report



Regina Favors
Legislative
Director

I sincerely hope all of you are enjoying your summer and all the festivities that come along with it. It was great seeing so many of you at the MPWU Educational Convention. Thanks to all, but especially Gary and Mike for a fantastic convention with great classes. I believe that everyone enjoyed and learned a lot from the training. Well I too am enjoying a blessed and wonderful summer and looking ahead but not looking forward (if you get my drift), to all of the mess (dirt slinging etc.) that is forthcoming. We know it is going to happen, because it has already begun and we still have more than a year to

go. Why the parties would be sling at their own is beyond me but it has and is happening! I don't believe there has ever been a time that the Presidential Candidates race started so soon, but here we are and the amount of money raised so far is astronomical!!! I wonder if any of you have had a chance to attend some of the forums and town hall meetings that have taken place. If you have not, I would encourage you to try and make some of them. By the time this goes to print the one in Chicago on August 7th will have taken place. If any of you made it to that event please share the news with all of your co-workers, family members, friends and any one who votes so they can also be informed. This is not to tell them whom to vote for but to give them insight on the candidates' platforms; and maybe they will hear something that they did not know about a particular candidate.

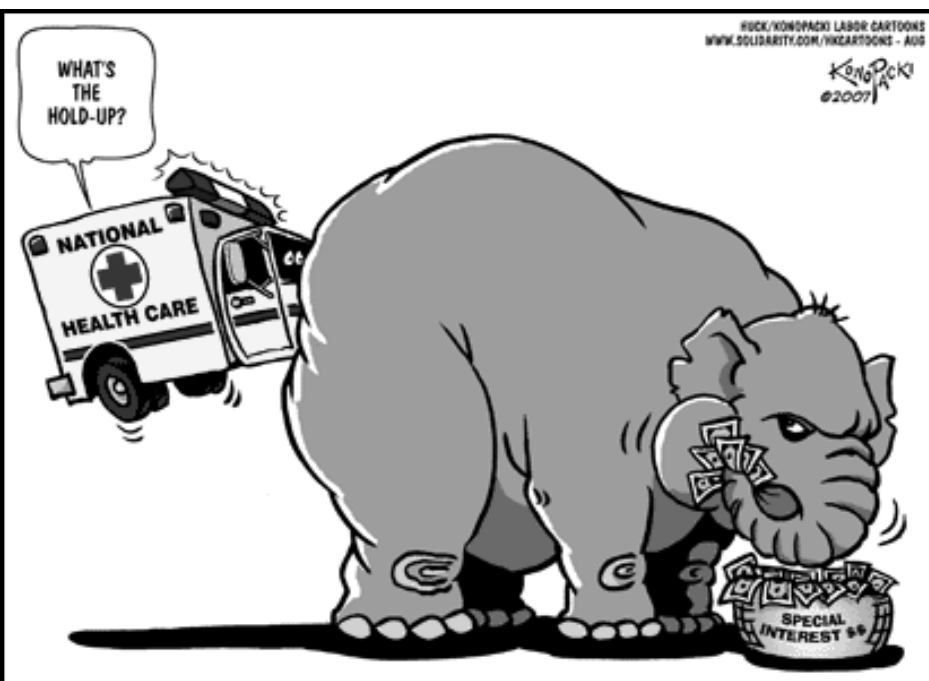
In case you missed it, Tavist Smiley had the Democratic Candidates on a panel to discuss and declare their thoughts, views and how they would handle the issues and concerns of the Country and in particular those facing the African American situation. They had some pretty tough questions to answer. These stemmed from the 'Covenant with Black America' et.al.

Most of them seemed to fair quite well. Of course the projected "winners" so to speak, at least by the news commentators were, you guessed it, Hillary Clinton, Barack O'Bama, and John Edwards. If you did not see that one please be sure to watch on Sept. 28th when he will have the Republican Candidates on to answer what they plan to do concerning these issues. I am sure there will be many more town hall meetings and forums forthcoming until the primaries which I hear some states will also be having early so we need to really listen and weed out the rhetoric and 'garbage' so that we can elect (or try to elect) the person (candidate) who will most support US, THE AMERICAN PEOPLE, (Arabic, Asian, Black, Hispanic, Indian, White, or whatever). We NEED to elect the person who most understands the crises that we are dealing with in our education/school systems or lack thereof in certain communities, and our healthcare system or lack thereof for so many of us and will FIX IT!!!! We need to elect the person who will not continue to succumb to the greed of corporate America but to the needs of the PEOPLE, which is what our constitution was based on. Remember "WE THE PEOPLE" (or am I wrong?).

As the candidates began declaring their intent one of the questions I heard being asked most often (and still hear) is whether America is ready for a Black President, or for a Woman President?? I say why not as long as the can and WILL do the job and best serve 'THE PEOPLE'. To me, the question should be who can and/or is willing to get us out of this mess that our current Govt. has gotten us into? We, as a people, have a lot of issues that needs to be fixed, (high cost of gas, rising cost of health insurance and the lack of coverage for so many, the backpedaling or taking away of so many rights and freedoms, outsourcing etc., etc.) We need someone who will (at least consider or try) to put the rights of the needy over the hunger of the greedy. We as labor (or at least our parents/grandparents, great grandparents) helped build this country into the (supposedly great) country that it is (or used to be). We as a labor community need to take it back. We as labor built (set) the middle class and we need to take it back! We

have to begin to become involved again. We have to pay attention when companies make big bucks in our cities and states and then move their companies overseas for cheaper labor and then even raise the costs for us here in America to have and use that very same product. We need to take a stand against outsourcing. We need to take a stand against privatization and those who push for it. We need to fight for us and just say NO!! No more, no more of this madness. We need to get back to the practice of protecting our jobs, our way of life, our America. Now in saying this, one of the things we have to do is stop fighting each other, stop fighting our union(s) and stop helping management tear down our unions by building wedges between members/nonmembers. We need to stop helping corporate greed destroy our unions (by outsourcing, privatizing) and their

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Legislative Report Continued

constant lobbying on The Hill. We don't have the money they have but we do have our voices and VOTES and this is where it can begin. We know that whoever is elected cannot undo immediately what has already been done but there again is where our voices/votes can and will be effective. We made a start in 2006. Don't let it end now. We must continue to elect Senators and Representatives who are not afraid to effect the changes we need. We don't know at this point who the candidates of choice will be, but please follow and attend as many forums, town hall meetings, etc. you can so that you will be informed as to who best would be a supporter of our issues and concerns because after all those who took the middle class away were elected, right? Please pay attention to our APWU National website as well as your local's websites. You can also look as well for more info/updates on the miaflcio website and workingfamiliesvote08.org. It is going to be a long year and we will be very tired long before the end of it but please stay informed and remember all of the jobs, businesses, hospitals, clinics etc that are being/have been closed and then think of how much more we stand to lose if we don't stand up and turn things around. Fight for passage of EFCA, fight for HEALTHCARE, fight for all of us who are struggling in an America that we helped to build and then contact those legislators when needed/asked that are not fighting for us and let them know that we can't afford to continue in the direction that this President has sent us.

As always, I ask that you continue to GIVE GENEROUSLY TO COPA.

Take care until next time,

WOW

Wesley Autrey really didn't have much time to think, he just dove right in and did what he had to. The young man standing in front of him on the subway platform started to convulse, lurched forward and fell between the subway tracks in a New York station. Wesley asked two women to watch his two daughters who were with him. He then jumped down to the tracks below, tried to lift the young man to freedom but realized the train was coming too fast for both of them to make it. Now this is where it gets scary. He laid the teenager down between the tracks, and lay down on top of him as the train rolled over them with very little clearance. The train came to a stop, while they were under the second car. The conductor had seen them on the tracks and hit his emergency brake to try to stop the train. Wesley hollered out to the two women watching his kids that the young man was okay and to tell his kids that he was okay too. Emergency crews were on the scene immediately, got the two out from under the train, and sent Cameron Hollopeter, of Littleton Massachusetts, a student from the New York Film Academy, on to a local hospital for medical treatment. Mr. Autrey refused medical treatment, and just wanted to be with his daughters. When questioned by authorities and news media as to why he did what he did, Wesley Autrey, a Vietnam Veteran of the U. S. Navy, simply replied INSTINCT. He said, "I just did my best. Military training, instinct, that's all. I just went in after the guy." Now here's a Veteran, who served in the Vietnam War, left that place at least 31 years ago, and still reacts on his instincts that were drilled into him during his training and possibly some of his wartime experiences. Needless to say, Mr. Autrey saved a man's life, while putting his own life in jeopardy. Because of INSTINCT. Mr. Wesley Autrey, Welcome Home Brother, and Thank You. Quite a few people have recognized Mr. Autrey for what he has done, and he deserves it. Now this is a HERO.

INSTINCT

Sound familiar? You just read about a Veteran, who out of INSTINCT saved an individual's life. Do you have any Veterans in your office? How about some of those reservists who have come back to work after coming back from Iraq, Afghanistan, Bosnia, or some other Mid Eastern hot

spot. The person you're working next to may have been in a killing field just a few months ago. The things they experienced are sometimes unmentionable. But now their back to work, back to their families, and stateside. They try to adapt, get along and blend in with the others. Many want to be just left alone. Many don't like to talk about their experiences over there. And some have no problem dealing with what has happened to them or what they have experienced. PTSD is what they call it. Post Traumatic Stress Disorder. It can happen now, later, or never. I know what I'd like to see in this State and in our Postal Work places, is some type of program that would address this issue. Someone needs to tell the people who are around these Veterans, both managers, supervisors and craft employees of all occupations, to take into consideration what this individual may have been through. If a Veteran can react to their INSTINCT from 31 years ago, how about the Veteran who may react to their INSTINCT from just 2 months ago? There are people that work in our Postal Districts by the name of EAP. Their the District EAP counselor's and coordinator's. EAP is the Employee's Assistance Program. These people can help you. They can answer your questions, whether you're a Manager, Supervisor, or craft employee. But most of all, if you're the VETERAN, and you need some guidance, CALL EAP. Their number is 1-800-EAP-4-YOU

It's all confidential. For those of you in the Greater Michigan District, Cynthia L. Gladyness would be the EAP representative to contact. She can be reached at 616-454-2650, and her e-mail address is Cynthia.l.gladyness@usps.gov. So for those of you reading this, please contact your supervisor or manager or EAP Rep., and suggest that everyone get some information as to how you can help your fellow employee, who was, or is a Veteran. You would be surprised as to the little things that can be said or done, inadvertently, that will make a military woman show the strength of a body builder, or make a military man come to

Veteran's Report



John Smeekens
Veterans Director

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Veterans Report Continued

tears. For those who fight for it, freedom has a flavor the protected will never know.

A CHAPLIN IN IRAQ

In his own words. "I recently attended a showing of "Superman 3" here at LSA Anaconda. We have a large auditorium we use for movies as well as memorial services and other large gatherings. As is the custom back in the States, we stood and snapped to attention when the National Anthem began before the main feature. All was going as planned until about ¾ quarters of the way through the National Anthem the music stopped. Now, what would happen if this occurred with 1,000 18-22 year olds back in the States? I can only imagine there would be hoots, catcalls, laughter, a few rude comments, and then everyone would sit down and call for the movie. Of course that is if they had stood for the National Anthem in the first place. Here, the 1,000 soldiers continued to stand at attention, eyes fixed forward. The music started again. The soldiers continued to quietly stand at attention. And again, at the same point, the music stopped. What would you expect to happen? Even here I would imagine laughter as everyone sat down and expected the movie to start. Here you could hear a pin drop. Every soldier stood at attention. Suddenly there was a lone voice, then a dozen, and quickly the room was filled with voices of a thousand soldiers 'And the rockets red glare, the bombs bursting in air, gave proof through the night that our flag was still there. O say does that Star - Spangled Banner yet wave, o'er the land of the free and the home of the brave?' It was the most inspiring moment I have had here in Iraq. I wanted you to know what kind of Soldiers are serving you here." Written by Chaplain Jim Higgins on 5/14/07. LSA Anaconda is at Balad Airport in Iraq, north of Baghdad. Thanks to Tonja Nudi for this submission.

Bush Signs Flag Bill

On June 29, 2007, the Army Specialist Joseph P. Micks Flag bill was signed into law by President Bush. The bill requires that Federal facilities observe governor's proclamations for flags to be flown at half staff to honor slain soldiers. U. S. Rep. Bart Stupak, D-Menominee, heard complaints in his district that, while state buildings lowered the flag to honor Micks as required under a proclamation signed by Gov. Jennifer Granholm, some federal buildings did not. Mr. Stupak investigated and found out that there were other similar situations of "uneven respect" for fallen soldiers in the state and elsewhere. This bill will now ensure consistency in honoring our fallen heroes. The bill simply states that when a fallen soldier, sailor, airman, or marine is being laid to rest in the community, there will be no bureaucratic confusion and all of the state and federal facilities shall show a uniform display of respect for America's fallen heroes.

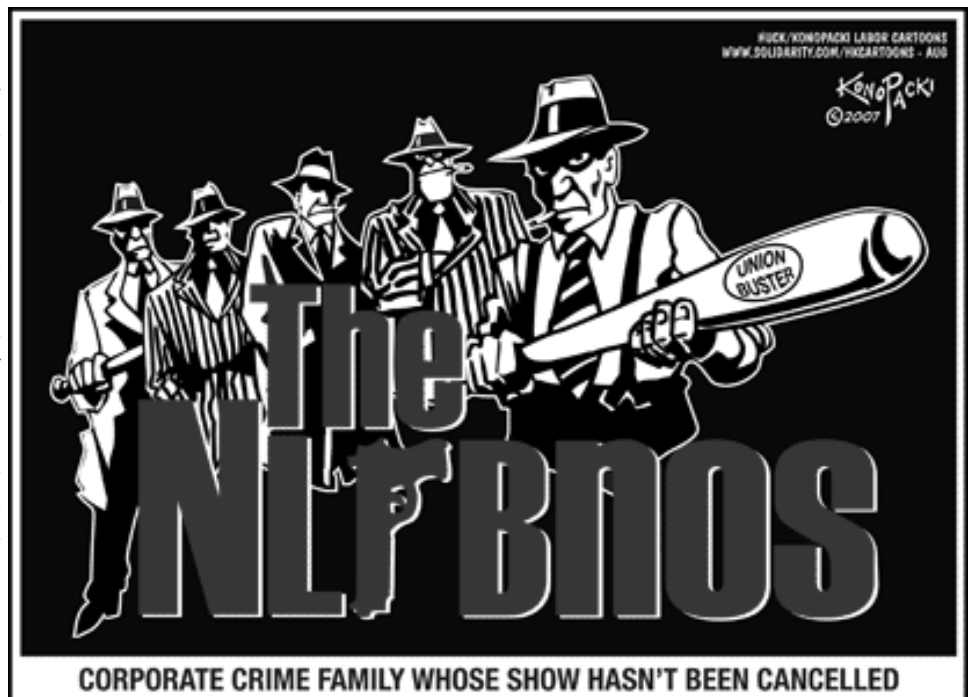
MILITARY PERSONNEL RECORDS DESTROYED IN THE FIRE OF 1973

On July 12, 1973, a disastrous fire at NPRC (MPR) destroyed approximately 16-18 million Official Military Personnel Files. The affected record collections are described below.

Branch	Personnel and Period Affected	Estimated Loss
Army	Personnel discharged November 1, 1912, to January 1, 1960	80%
Air Force	Personnel discharged, September 25, 1947, to January 1, 1964 (with names alphabetically after Hubbard, James E.)	75%

No duplicate copies of the records that were destroyed in the fire were maintained, nor was a microfilm copy ever produced. There were no indexes created prior to the fire. In addition, millions of documents had been lent to the Department of Veterans Affairs before the fire occurred. Therefore, a complete listing of the records that were lost is not available. Nevertheless, NPRC (MPR) uses many alternate sources in its efforts to reconstruct basic service information

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Veterans Report Continued

to respond to requests.

It is important to be aware of the dates of discharge on destroyed records. As is quickly noticeable by the dates of records lost, it would appear that very few Vietnam Veterans to whom this disaster would apply. More information can be found at: <http://www.archives.gov/st-louis/military-personnel/fire-1973.html>.

I just wanted to pass this information onto all Veterans. I've had many Veterans, over the years, call or contact me asking if I knew what files were destroyed in the NPRC fire. Here is the information so many of you have asked for.

Seminar Report

I would like to thank Mike McCain, for putting on a great Educational Convention in Sault Ste. Marie back in June. I was impressed with the facility and the area they assigned to us for our seminar. The food was very good, even the vegetable lasagna, and I even noticed that one individual was able to get some chicken wings, in trade for his prime rib dinner.

The two classes I attended gave me some very good information, and hopefully I can use it throughout my Postal Career. I have to say to all those involved in setting up this seminar, you did a great job. I just hope the class I hosted, was able to give some good information to all of my attendee's. It was an honor to talk to these people. And it was great to see that so many attendees were Veterans.

John

APWU

MPWU Educational Convention

I was once again privileged to have the opportunity to teach a "steward training" class at this year's Educational Convention in Sault Ste. Marie, and in my opinion the class went quite well. I'd like to express my thanks to MPWU Research and Education Director Mike McCain for giving me this opportunity, and for his assistance with the digital projector; I'd also like to thank MPWU Maintenance Craft Director Jane Duggan for her "PowerPoint" tutorial. I should also thank National Business Agent Troy Rorman for his assistance with the projector, as well as former Clerk Craft Director Bob Maloney, National Business Agent Lynn Pallas-Barber, MPWU Editor Mike Long, and Area 1 Director Larry Moyer for their participation. Most of all, I'd just like to express my appreciation to those who attended the class - you were all enthusiastic and attentive, and I hope that each of you are able to take some of the material back to your office and be successful enforcing our contract and protecting our jobs.

For those of you who weren't in attendance, I just wanted to give you a brief overview of what we covered in the class -

1. The use of rewriteable grievance forms in Microsoft "Word" - we examined some examples of grievances prepared on computer using existing grievance templates, how to save them, and how to re-use them for subsequent grievances.
2. The use of the Microsoft "Excel" spreadsheet in tracking PTF hours for maximization grievances - we had an introduction to the spreadsheet program developed by the Clerk Craft for use in tracking part-time flexible hours for "maximization" grievances and how to modify the spreadsheet to your particular needs.
3. APWU "SEARCH" - with the assistance of MPWU Editor Mike Long, we were able to demonstrate how to log onto the APWU "SEARCH" database of arbitration awards, Step 4 decisions, etc., and we ran through a few basic searches as an introduction to the capabilities of the system and the use of proper search terms.
4. The cross-craft assignment of injured Letter Carriers - in this section of the class we covered the relevant contractual and handbook language, reviewed a number of important arbitration awards, discussed how to review the injured carrier's restrictions and cross-reference them with various carrier duties, and discussed some examples of injured carriers' job offers.
5. The reversion of full-time regular duty assignments - we discussed the procedural requirements which management must follow, the importance of giving the local Union President an opportunity for input prior to the decision to revert, and we reviewed a number of arbitration awards.
6. The misuse of casuals from other crafts - in this section we discussed the relevant JCIM language, the national award from Arbitrator Das, how to determine whether or not a casual has been "designated" as being eligible to perform Clerk duties, and how to review their ETC reports.
7. "Lobby directors" and "APC Hosts" - whose work is it? - in this section we discussed the problems with "lobby directors" and "APC hosts", both of which are utilized in order to eliminate Clerk jobs, and we discussed how to assert jurisdiction over this work.

I realize that I've already written about some of these topics in past issues of the Messenger, but not all of them; if any of you who weren't able to attend the Educational Conven-

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Clerk Craft Report



Richard Blake
Clerk Craft Director

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Clerk Craft Report Continued

tion would like to review any of the instructional material for any of these topics, please contact me (preferably by telephone), and we can discuss either sending you hard copies of the material or e-mailing them to you. If there are any small Locals out there who would like more in-depth training on any of these issues, I'd be happy to come to your office (provided the proper procedures are followed). All of the above issues are directly related to the protection of our work and our duty assignments, and if we can improve on the quality of the grievances that we're sending to Chicago, we should become more successful in protecting our jobs.

In Solidarity,

Richard

MS-47 TRAINING

Earlier this month, Brother Balogun and Brother Kloefer from Division Headquarters came into Detroit for a day of maintenance training. Their focus was on the MS-47. Since the recent MS-47 decision from Arbitrator Das, Brothers Balogun and Kloefer have been on the road training members in locals all over the country. They will be teaching this one day class at the Central Region Maintenance Seminar, in Minneapolis in September and at the multi-craft conference in Las Vegas.

The arbitrator's decision overturned the draconian 2001 version of the MS-47 which had eliminated the requirement to clean and staff. Arbitrator Das basically restored the 1983 MS-47. This means the USPS must provide a clean and healthy environment. Several critical things occurred:

- ⇒ PS forms 4869/4839/4852 were restored. These forms are utilized in establishing a valid staffing package.
- ⇒ Custodial work hours were restored.

APWU headquarters has to determine the remedy for the interim period. National is hoping for a decision by the time of the multi-craft conference. They are pursuing five issues as part of this settlement.

APWU maintenance has 30 staffing advocates at this time for the whole country. When they are assigned an office to review, they initially view a CD with all the relevant data. Sometimes the CD provides all the information they need. If not, they go out and do a staffing survey on site.

Hopefully many of you will get the opportunity in the months ahead to get this training. It's at the heart of guaranteeing clean and healthy workplaces and also adequate custodial staffing. It could not come at a more important time as efforts to chisel away at our numbers continue to occur.

AUTOMATION

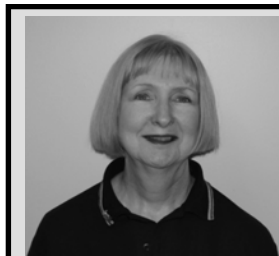
On the technical side, the USPS continues to buy new equipment. There is a new building under construction at the NCED for teaching flat sorters – particularly the new FSS machine. USPS believes the impact of FSS on flats sequencing will be extremely dramatic and will cut approximately an hour off of every letter carrier's route. All that they learned by the slow efforts to improve sequencing of letter mail on the DBCS machines over a number of years will be implemented at the outset with FSS.

At the same time that this new automation will decrease the need for city carriers, it will increase the need for qualified technical maintenance craft employees. So while we are "a small craft" we continue to grow as a percentage of the overall postal workforce.

Until Next Time,

Yours in Solidarity,

Jane



Maintenance Memo

Jane Duggan
Maintenance Director

*Any and all
submissions for
the
September /
October 2007
Edition of the
Michigan
Messenger is
due to the
Editor
Not Later
Than
September 15,
2007*

Area 1 Report



Larry Moyer
Area 1 Director

Since my last report in the *Michigan Messenger*, for the most part, things have been relatively quiet in the offices I represent as Area 1 Director.

HUB CLERK AGREEMENT-Management in the Southeast Michigan District at my request have come up with a "request" form for the PTF clerks to volunteer to work in specific offices, as opposed to being arbitrarily and unilaterally told "office 'A' needs

someone the next 2 weeks, and oh by the way it is 40 miles from this office, and I am the postmaster and I can force you to go to office 'A'. While this could still happen we have something to at least throw some "logic" at management, i.e. "Why would you **FORCE** clerk 'A' to drive 45 miles when clerk 'B' has requested to go to office 'B' and only works 10 miles from here?"

Hopefully, as this rolls out it will streamline how PTF clerks are selected to work in other offices.

LEAVE REQUESTS- In one office that I represent as Area Director, the postmaster has a hang up about her clerks using leave. Could it be that this "locks" this postmaster in from leaving early on a Friday afternoon to start the weekend early? This postmaster stated to a clerk who went out on sick leave for surgery (as an out patient) that she (the clerk) **MUST** submit her 3971's to the POSTMASTER in PERSON. I asked this postmaster where it is written that an employee must submit the 3971 in PERSON. The postmaster responded quoting the ELM that you must notify management of your absence. This is true, but you can mail in your 3971 to the postmaster, with the medical information going to your district MEDICAL UNIT. Or you can have a relative, present said 3971 to the manager. Do not fall for this intimidation attempt by your postmaster.

EXCESSING AND WITHOLDING- As of this date in our district excessing is currently occurring in my office of Troy (4 clerks), Southfield (2 clerks), and Port Huron (1 clerk). If you have a clerk planning on retiring in your office and you are the senior PTF, don't expect to be **CONVERTED to FTR** while excessing is occurring. That did not happen. The withholding part comes in that all residual vacancies (vacancies remains vacant after the bidding cycle is completed) The clerks that are being excessed need to go "somewhere". Under Article 12 the residual vacancies are reported to the district and offered to the clerks in the office undergoing excessing to either "**Senior Opt**" into the vacancies or be **INVOLUNTARILY** excessed into a vacancy. If you senior opt your seniority carries over to the new office. If you do not like the new office you are stuck there. However if you are **INVOLUNTARILY** excessed, your seniority carries over to the new office, but you also get **retreat rights BACK** to your original office when future vacancies occur.

BARGAINING UNIT vs. EAS POSITIONS- In the Southeast Michigan District we have four computer training sites in which postal employees can learn computer skills. These centers have been open for the last few years, and last year the decision was made to ask **craft employees to work as computer instructors**. For those who do not know, I am one class away from an Associates Degree in Computer Science Microsoft Networking Option. I will then pursue a Bachelors Degree in Internet Security. I applied to be an instructor and was accepted. **No, I have not gone over to the Management ranks!** The other craft instructors and I still receive our craft pay level, in my case PS-5. Since spending the last year teaching part time, the "Lead Computer Instructor" received a promotion. I was asked to replace her on a 90-day detail. I told management while I do need to complete an internship for college in my major (Computer Science Microsoft Networking Option), **I did not want to be paid at the EAS rate of Pay**. I asked specifically if I would be involved in administering **Discipline** or **Supervising** anyone? The answer is **NO**. The job of Lead Computer Instructor as I understand it, consists of setting up the schedule of computer classes and promoting the computer instruction program around the district in service talks. To me this is definitely, **not supervision or administering discipline**, in my book. I asked if I could do the job as a **PS-5 clerk** as I have done as a part time instructor. Management agreed to my request. As I see it, the scheduling of classes would be comparable to a scheduling clerk in larger facilities. Or being akin to a Custodial Group Leader instead of assisting other custodians, offering assistance to the other instructors. Looking at the new National agreement we as unionists can take over scheduling Overtime, Holidays, and Annual leave. **Doing so, does this make us managers?** **No**. Promoting the computer instruction program is no different to asking co-workers to contribute to the United Way Combined Federal Campaign. In the PEDC's in the processing plants, there are clerk craft training technicians. The Lead Computer Instructor is similar to a training technician. Over the years, we as a union have allowed many these types of positions, i.e. Safety Specialists, Personnel Specialists etc, to become EAS positions.

Wake up fellow unionists, we are LOSING JOBS and MEMBERS DUE TO AUTOMATION! We should be fighting for every job we can that can be part of the APWU represented crafts! I have written a letter to our National officers to request that a new bargaining unit position of Computer Instructor be created. If negotiations occur at the headquarters level management cannot say this is only an EAS position because of the instructors and I performing this work as bargaining unit employees. I am willing to **testify** in National **Level Arbitration** for a **Bargaining Unit Computer Instructor** for the APWU if this became necessary.

Interestingly enough, a good unionist and friend of mine, Russ Nicolson, former President of the Jackson, MI Area Local and Area 8 Director MPWU was assigned as a "**Network Specialist**" (normally an EAS position) years ago, but is paid at a clerk level PS-6. This is exactly, the type of job that

(Continued on page 10)

(Continued from page 9)
Area 1 Report Continued

should be opened to **APWU represented crafts NATIONWIDE.**

MPWU COMPUTER TRAINING- I was honored to teach Word, and Excel (with Local President Jennifer Amos of the Western Michigan Area Local) to fellow unionists at the MPWU Educational Convention at Sault Sainte Marie, MI in June. These programs help the union steward on the workroom floor in preparing grievances and creating spreadsheets to track overtime and PTF work hours for maximization. I thank our Director of Research and Education Michael McCain for having Jennifer and I teach, and for Jennifer teaching with me!

ON THE CLOCK COMPUTER TRAINING- If you are an employee in the Southeast Michigan District and wish to learn more about computers to help you do your job easier, then sign up for Microsoft Word, Microsoft Excel, PowerPoint, Windows XP, or Intro to Computing. Log on at work to the District home page, click on the Human Resources link, and finally the Computer training link for more information, or call the PEDC at 248-524-3707 for more information.

Until next time, if what is happening in your office doesn't seem right call me (if I am your Area Director) or your Area Director or Local Union Steward and file a grievance to get a just settlement to your issue or problem.

Yours in Union Solidarity;

Larry

Stand by your steward

Many times as union representatives we are hailed and thanked by the membership when we clear up someone's rights questions or fulfill our responsibility as representatives of this large union body.

Is this enough though? Over the last couple of years we have lost some good Union leaders in the name of justice for all. Now these leaders are not like our service members fighting in conflicts abroad but they are constantly under fire as any Marine, Sailor, Soldier, or Flyboy would be but it is a different kind of fire.

Some people say "the union does nothing for me"; those people probably don't want to acknowledge their good pay and benefits that have been negotiated for them. How about the fact that OSHA and Labor standards are what they are because of the bar that was set by our Unions across this Nation and even Internationally.

Time brings all things to light and even if you give 30 years of service to the post office and never file a grievance. You probably know of someone who has utilized their right to talk to the Union. That's right, your right. Most of America does not have that privilege and so they have to eat that big ole turd sandwich which is feed to them.

Think about that when you see your steward or officer leave the workroom floor or office to process or investigate a potential grievance. I guarantee you that some of this is done on his or her own time, because that is the nature of the beast.

We sometimes may feel powerless with how management is conducting business but we are not powerless because we have a voice when we become united as one union. The power is in the hands of the powerless!!!

Our power is in your will, your will is our strength and your needs our justice. We will fight for you no matter what but we need your support and, we need to be united. Some as I have said have literally given their lives to this Union and for that I am eternally grateful. Thank you and thanks to their families because this job always affects your home on some level and it takes an understanding family to support such a noble cause.

So the next time you see your steward and it happens to be on a day when they are not doing anything for you, please have some patience and understanding because sometimes we have to step back far enough to see the whole picture. This is a daytime, nighttime, weekend, holiday job and we need your support.

Thank you Union Members,

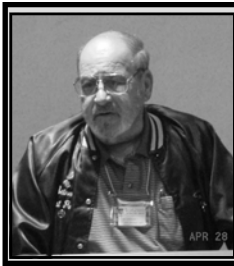
Thomas

Area 7 Report



Thomas Lothamer
Area 7 Director





Retiree Involvement

Al LaBrecque
MPWU Retirees President

Education Convention. As always, our State Union was most accommodating to the State Retiree Chapter, our officers and agenda. The State Chapter held our Executive Board meeting, taking care of internal business, audit of Chapter funds, and determined delegates to the APWU Retirees Department Conference being held in conjunction with the APWU all-craft conferences in Las Vegas in November. Chapter Trustee, Lynn Charles Walker, was a unanimous selection to join me as automatic delegate.

Chapter officers attended the very informative class on fiduciary responsibilities which brought us up to speed regarding the proper handling and reporting of Local and State Retiree Chapter funds. I'm comfortable that we are in compliance, thanks to the meticulous stewardship of MPWU Sec.-Treas., Darren Joyce, and Chapter Sec.-Treas., Jerry Clairmont. The Saturday afternoon session featured retired APWU Retirees' Dept. Director, John R. Smith, who was ably assisted by 480-481 Area Local's Joe Gordon.

Once again I was afforded the opportunity to address delegates assembled for the Retirement class, furnishing them a booklet on "How To Organize A Local Retiree Chapter" for the umpteenth time. Despite my efforts to organize Local Chapters, Michigan remains at just four. But, hope springs (almost) eternal. Frankly, and I'm completely serious about this; with nearly every unorganized Michigan Local represented in the Retirement class, I gave this effort my last best shot. Our State Chapter Constitution requires that we organize Local Retiree Chapters. I've done that, Ed Convention after Ed Convention, in this column, and with past mailings to our active Locals. I've approached active Local officers and presidents over the years without much more than half-hearted sheepish promises, or uncomfortable nods with quick stage left exits. Okay....the offer to assist in organizing Local Retiree Chapters stands, but I'm through "bugging" those Locals. They know who I am, and where to contact me. The ball is in their court.

There's another method to my madness. The Philadelphia 2006 APWU National Convention adopted a resolution I re-constituted from a resolution previously offered by the Ohio PWU State Retiree Chapter, initially rejected by the 2004 National Convention, to rebate 20% of ALL retiree members' dues in a state to the State Retiree Chapter, IF at least 50% of retired members in a state belong to Local Retiree Chapters. The MPWU State Retiree Chapter absolutely qualifies. Currently, State Chapters receive a rebate of 40% dues of only those members in a state who DO NOT belong to a Local Chapter. Actually, the difference in the amount of rebates we receive at 40% and what we would receive at the

20% of all members in the state is very slight with four Local Chapters in Michigan. However, as more Local Chapters are organized under the current 40% formula of only Members-At-Large, the State Chapter would lose that revenue. As it is, we operate on a pretty thin margin. Until that resolution amended the APWU Constitution, we were committed to organizing Local Chapters even though it meant a loss of revenue because it was the right thing to do. Not any more!

The APWU Secretary-Treasurer's Dept. and Retirees' Dept. have had ample time to 'do the right thing' by implementing the amended provisions of the Constitution. Here it is nearly one year later and it's still not done. It's not like that I haven't tried to get answers from APWU Hq. I requested Local Chapter membership totals from the Retirees' Dept., which were furnished. Then, I contacted each Local Chapter for the totals reported on their dues rebate printouts generated by the Dues Check off (DCO) Dept. and the numbers weren't even close. Then I furnished the differentials to national several months ago, pointing out the disparity in totals between the two departments, indicating there needed to be corrective action. What did we get? No response!

Most recently, I once again brought this matter to the attention to Sec.-Treas. Terry Stapelton and Retirees' Dept. Dir., Doug Holbrook. The new computer system for rebating dues to Local and State Retiree Chapters has yet even different membership totals, not just the State Chapter, but Local Chapters report the similar differences. In that same inquiry I requested to be advised just when the amendment to the APWU Constitution regarding the 20% dues rebate of all members in the state would be implemented. As of this writing (7-20-07) I'm waiting for a response with bated breath. Until and unless that constitutional amendment is implemented, there is no reason for the sake of the State Chapter's financial health to continue to promote organizing more Local Chapters in Michigan. That's my position, and I'm stickin' to it. What are "they" going to do? Fire me? Go for it....they won't be getting a virgin in that department either! Frankly, after some 13 years of beating on this dead horse, I've just about had the biscuit! The ONLY reasons for continuing is because of the great support we've received from our State Union from the very beginning, the dedication of our State and Local Chapter officers who have followed my lead to provide representation for our retired members, and most importantly....the retired members we represent. Local Chapter officers are telling me they are experiencing the same frustrations.

There's one reason for some optimism, diminished as it is. For the first time, retiree members are going to elect the Retirees' Dept. Director. On the slim chance an elected Retirees' Dept. Director will have the latitude to make changes necessary for progress, I'm willing to give them enough rope. Deep down, I'm just stubborn enough to not give them the satisfaction of getting rid of this burr under their saddle quite yet. I didn't get into this venture expecting to have to butt heads with our Union leadership, but that's what has evolved. I don't need it, our State and Local Chapter officers don't need it either.

(Continued on page 12)

(Continued from page 11)
Retiree Involvement Continued

APWU National Elections. For the first time in the brief 15 year history of the Retirees' Dept., retiree members will have the opportunity to elect their own Director. I'm not too bashful to point out that was the result of repeated resolutions to national conventions, authored by yours truly, until delegates to the 2004 National Convention in L.A. finally relented by adopting the amendment to allow retiree members to elect their own Director. There are two candidates vying for the position; John Deeley, who has been the elected National Retiree Delegate to National Conventions for the Eastern Region since 1998, and Judy Beard, most recently retired as Executive Assistant to the APWU Secretary-Treasurer at APWU Hq. for the past 20 years. Both candidates can say; "Thank you, Al, for achieving the opportunity to run for Director". Oh, that's okay. Whichever one of you gets elected, just remember how you got that opportunity.

It's said that; 'The road to hell is paved with good intentions'. It was my intention to submit a questionnaire to each of the candidates for their positions on the laundry list of proposals published in this column in the previous May/June issue of the "Messenger", and publish their responses prior to the election. Unfortunately, the time frame before the election in September will not permit that to happen. I still may submit a questionnaire to the candidates, and furnish the responses to our Local Chapters for their information. The next best thing I can recommend is to advise retired members to refer to page 50 of the July/August APWU national magazine for the candidates' statements, and base your vote on what you read regarding their credentials. Election and labor law does not permit me to endorse or promote the candidacy of either candidate in this publication. For whatever the reason, which remains a mystery to me, the APWU Election Committee does not indicate the home Local or Retiree Chapter candidates for Director or Retiree Delegate are from.

Sister Beard was a member and officer of the Detroit District Area Local until being brought to APWU Hq. by the then APWU Sec.-Treas., Douglas C. Holbrook as Executive Assistant. Judy is running on the Bill Burrus 'Leadership Team'. Brother Deeley was a member and officer of the South Shore Area Local (NJ?), retired to Maryland and now resides in Florida. John is running independently. If anyone wishes to contact me regarding my personal position on the candidates, both of whom I am familiar with, may feel free to contact me. More than that, I cannot properly comment here.

F.Y.I.: Central Region Retiree Delegate to the National Convention, Beverly Shealy, Cleveland, OH, is reelected unopposed. I've been asked why I didn't run for either Director or Central Region Retiree Delegate. For my sentiments on that question; if you are interested and have access to a computer, you are advised to go to the unofficial APWU website 21cpw.com and click on the APWU National Elections page where I have posted a statement. Beyond that; all I can say is VOTE your conscience, but by all means VOTE!

Beware AT&T phone cards! Read the fine print! As a cost savings measure, the State Chapter furnished me phone cards to make long distance calls at .034 cents a minute. 800 or 1000 minute phone cards lasted a year or more and were a good deal. Until, that is, the last 1000 minute card we purchased. After only 4 long distance calls, I was down to just under 300 minutes! WHAT?!! So I called the AT&T 800 number and got into a real chewing match with a couple of guys who said they were from New York, but sounded more like they were from New Delhi. The long and short of it is only out-of-state calls are minute for minute. In-state calls are charged at the rate of 3 minutes for each one minute of the call! RIP OFF!! There it was in the fine print! Legal (questionably) highway robbery! I'm in the process of filing a complaint with the State of Michigan Office of Consumer Protection.

Stupak Flag Bill. The legislation introduced by Michigan 1st District Congressman, Bart Stupak (D-Menominee), H.R.692, ensuring that all federal agencies in a state lower their flags to half-staff when a governor proclaims this honor for military personnel who sacrifice their lives in service to their country, as reported in this column last issue, was signed into law by the President along with a package of bills. Now it's law! As evidenced by Rep. Stupak's efforts to block AMP studies at the Gaylord, MI mail processing facility, and legislation (H.R.2177) requiring the USPS to complete AMP studies within 180 days with certain other restrictions, marks Bart Stupak as one of the best friends we have in the U.S. Congress, who has been a consistent 100 percent on our legislative priorities. Representing the largest land area district east of the Mississippi, a 48.5% marginal Democratic district, Congressman Stupak more than deserves maximum APWU COPA support in his next bid for reelection.

Finally – I am pleased to say that I received word from Bill Kaczor at Headquarters about the "oversight" of not mentioning the passing of former APWU Sec Treas Jack Love in the National Tabloid. He apologized for not having it in his article and assured me that he would be correcting this "omission" in his next article on the Hospital Plan page.

Requiem. I am grateful that we had the opportunity to have NBA Clerk Division, Chicago District, Central Region; Brother Percy Harrison, Jr., with us at our Education Convention just days prior to his unexpected passing on June 18th. Percy joins the golden honor roll with our previously departed dear Brother NBA's; Clyde Hartshorn, Jr. and Jerry Martin, all of whom have left us all too soon. Our deepest sympathies are extended to his wife Lillie, the Harrison Family and his extended Union Family. "Eternal rest grant unto him O' Lord, and let Perpetual Light shine upon him. Amen."

Be Strong!

Al

A BUSINESS AGENT'S PERSPECTIVE

Donald L Foley
National Business Agent
Maintenance Craft

"Lord, grant me the serenity to accept the things I cannot change; the courage to change the things I can; and the wisdom to know the difference."

Twenty-five years is a long time, yet it seems in some ways to have passed all too quickly. It was always one of those things that seemed to arise in our conversations – the 1982 National Convention. We were, I suppose, what some might refer to as the "young lions" of the day. We were growing up in the Union and, more specifically, in the climate of the BMC Conference. Our issues had importance. We saw what was needed. We took our stand, we challenged the status quo. We got things done.

Over the years, especially in the BMC Conference, we would wage many battles and see many changes. And eventually, from that rabble of young union activists, a number took on full-time careers as national officers, becoming part of what Ron Massey liked to call "the suits". And we joked that the BMC's would take control of the APWU one day as one-by-one another of us took on a national office title.

But time changes everything. Some of the "young lions" fell out of favor locally, others found other pursuits or simply became disinterested and yet others fulfilled the career life and retired. Percy Harrison, Jr. was one of the "young lions". If ever that term could have applied to any of us, it certainly applied to Percy. A young man of great conviction and tremendous energy for the causes to which he dedicated himself, Percy was a presence in the BMC Conference from the very beginning. He clearly stood out as one of the *de facto* leaders of the Union. One can recognize a leader easily enough. It does not necessarily have anything to do a position already achieved. Many people achieve positions, yet have no leadership quality. Others, like Percy, seem to be born to lead. And, in Percy, what we found was talent for leadership coupled with an intense personal commitment to simply do what was right.

Percy knew, twenty-five years ago, that the BMC Conference had much to accomplish for the workers of what was then such a unique workplace. Necessary improvements would not be accomplished by national office without push from the Locals; and Percy stood ready to make that push. There were many voices in the Conference, but Percy's was always one of the strongest in driving the cause of achieving workplace safety measures to stem the acute and cumulative injuries caused by the poor design of BMC keyer stations. It was one of the longest battles, easily ten years; and may not have reached successful conclusion were it not for Percy's voice.

Percy seemed to always know – though he was forever searching, as well – what was the right thing to do. When we

discussed issues and reminisced about past battles – wins and losses both – Percy always placed things in context. Sometimes the prevailing theme might be the practicality of what one could or could not accomplish, but always underlying Percy's opinions, ambitions or actions were principles. Percy embodied the principles in which he believed. He always knew where his priorities lay. His devotion to family came across in countless conversations and was followed closely by his dedication to serving his coworkers.

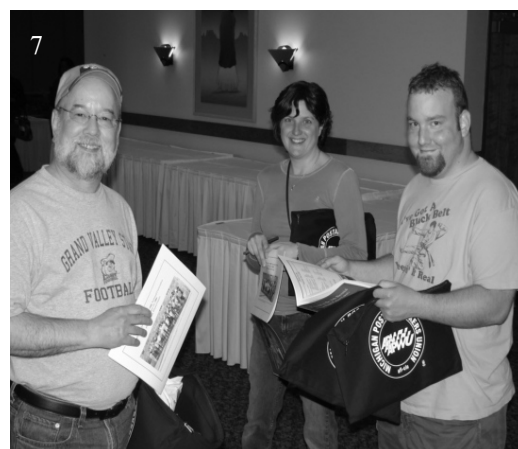
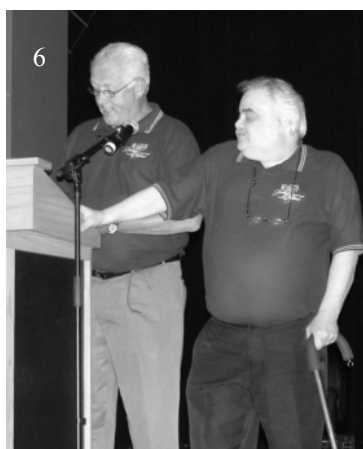
I cannot write about Percy's devotion to his family, though I know of it and it was always evident. That is for those closer than I. But I can speak to Percy's service to his coworkers. That is what drove him as Local President for more than twenty-six years, it is what drove him as the activist he was in the BMC Conference. It is what animated his day-to-day performance of his Business Agent tasks. Each battle in which Percy immersed himself was driven by a desire to make things better for someone else. One can easily surmise that Percy was never quite able to let go of his role as Local President because he was guided by things like that old wisdom, "If you want something done right, you do it yourself." Percy wanted his coworkers properly represented, properly protected in their working lives in the Postal Service. And his dedication to that end drove him to remain their Local President in spite of the many and constant demands of his national office.

But, consistent with his deep devotion to family and driven by his own practicality, Percy had other plans. Percy had married Lily, his love of many years, only a few short years ago. His children had reached adulthood and were the source of great pride. He looked forward to the day he could retire from service. He planned for it from his first election to national office. And it was this term that was to have been his last. We spoke, only weeks ago, about reaching that milestone to which workers have aspired for decades. Percy was to turn 55 next year and his anxious anticipation was clear and evident as we spoke of retirement.

I was prepared to cope with Percy's absence from our meetings and conventions following his retirement though I regretted reaching this point in our careers. But nothing prepares one for the absence caused by untimely passing.

Percy Harrison, Jr. died suddenly the morning of June 18, 2007, and his absence from our lives will be felt for a very long time. There have been many words spoken in honor of Percy and there will be a great many more. But when we seek to give honor we ought to also remember the other side of honor. Honor is something brought to a family, to a group of friends, to a community – borne by someone who knows the importance of doing what is right and strives to live by a set of principles that reflect the best of what humankind esteems. Percy brought honor.

2007 MPWU Education

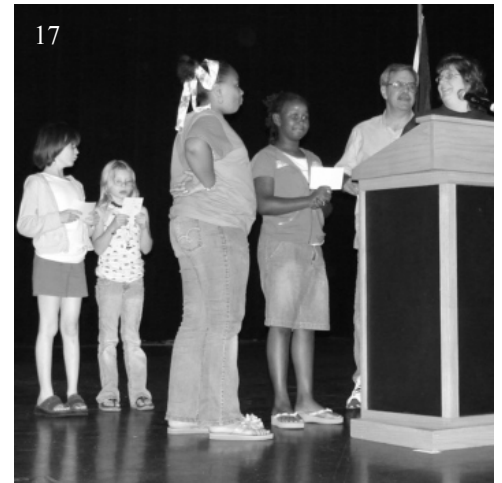


1. Area Director's Meeting
2. General Session
3. Article 12 Class
4. Article 37 Class
5. Article 38 Class
6. Bob Maloney receiving his award and dedication
7. Muskegon Local guys posing for a picture.
8. Article 37 Class
9. Computer Training Class
10. Children and their awards for successfully completing the Auxiliary Children's class
11. Twilight Walking Tour
12. JR Smith and Judy Beard
13. Leo Persails talking with other attendees.
14. State Retiree Chapter Officers
15. State Auxiliary Officers being sworn in by Natl Auxiliary Legislative Aid Kathy Danek
16. Arbitration Class
17. Children's Auxiliary performing their skit
18. Two members of the Sault Ste Marie Local join us for Dinner.
19. Gary Van with Sault Ste Marie Local President Ron Robinette.



nal Convention

June 7-9, 2007
Sault Ste Marie, Michigan



Young Unionist Page

Made in WHERE...???????

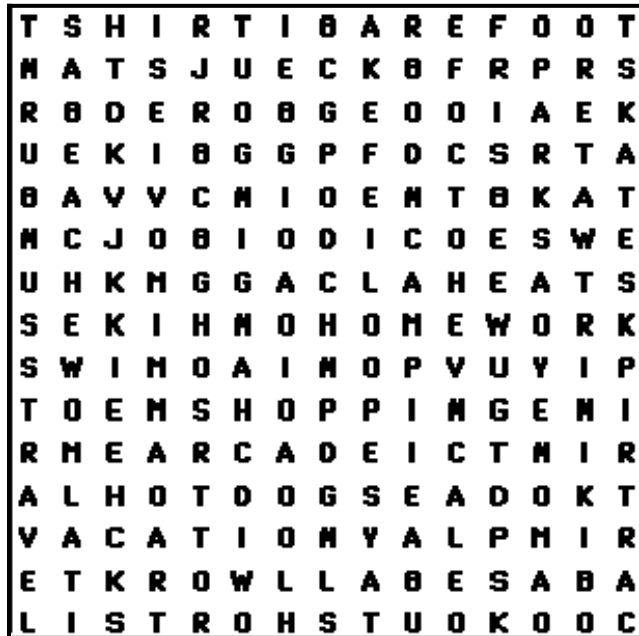
(AUTHOR UNKNOWN – submitted by Maggie Hopwood,
Portland Oregon) (Reprinted from the APWU Auxiliary News & Views)

Joe Smith started the day early having set his alarm clock (MADE IN JAPAN) for 6 A.M. While his coffeepot (MADE IN CHINA) was perking, he shaved with his electric razor (MADE IN HONG KONG). He put on a dress shirt (MADE IN SRI LANKA), designer jeans (MADE IN SINGAPORE) and tennis shoes (MADE IN KOREA). After cooking his breakfast in his new electric skillet (MADE IN INDIA), he sat down with his calculator (MADE IN MEXICO) to see how much he could spend today. After setting his watch (MADE IN TAIWAN) to the radio (MADE IN INDIA) he got in his car (MADE IN GERMANY) and continued his search for a good paying AMERICAN JOB.

At the end of yet another discouraging and fruitless day, Joe decided to relax for a while. He put on his sandals (MADE IN BRAZIL) poured himself a glass of wine (MADE IN FRANCE) and turned on his TV (MADE IN INDONESIA), and then wondered why he can't find a good paying job in.....AMERICA.

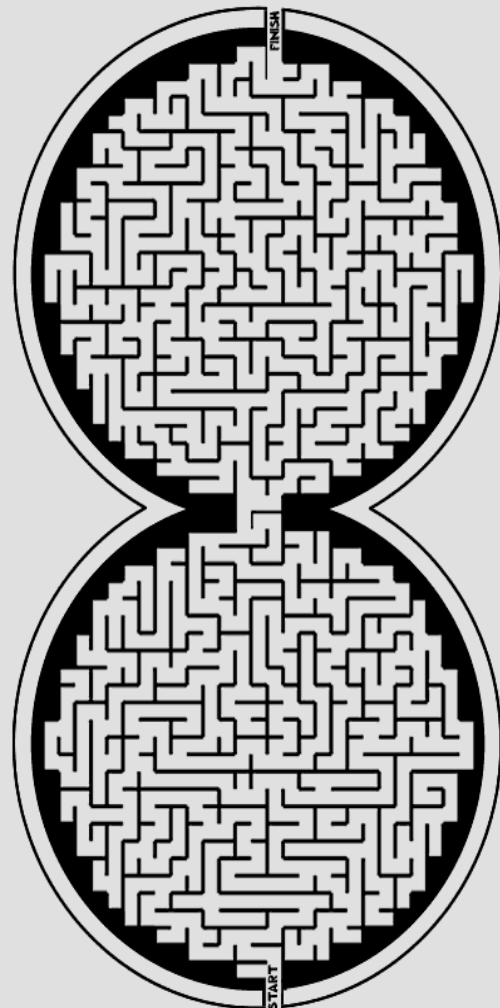


Word Search for Summer



ARCADE	HEAT	SHOPPING
BAKEFOOT	HIKE	SHORTS
BASEBALL	HOT DOGS	SKATES
BEACH	ICED TEA	SLEEPING OVER
BIRC	JOB	SUNBURN
BIKINI	LEMONADE	SWEAT
BORED	HONEY	SWIM
CAMP	MOVIES	TAN
CAR TRIP	HOW	TRAVEL
COKE	NO HOMEWORK	T SHIRT
COOKOUT	PARK	TV
FRISBEE	PICNIC	VACATION
GOOF OFF	PLAY	WATER
HANGING OUT	POOL	WORK

Copyright 1996 John R. Potter John's Word Search Puzzles
<http://www.thepotter.com/puzzles.html>



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Plan on taking the ACT/SAT or any test in the future?

Read this piece of advice!

I'm sooo sorry about the email that you probably received last night. It was supposed to go out to you on Friday the day BEFORE the SAT test. It seems though my email provider's server had problems and it did not go out till last night. Believe me they got an ear full this morning.

Make sure you pass the information onto your children it still can help them if they are going to be taking the ACT in the future or really any test while they are in college.

Back when I was in school, a bunch of students would gather in front of the classroom before a test and cram. I noticed they really stressed themselves out. When I first went to college I was one of these people. Then by accident one day I arrived at school really early. I ran into a friend so we had time to kill and we headed to the student union to play some pool. Time passed quickly and we realized that the test was about to start. We ran to the class, sat down, and took the test. I aced it! Afterwards I thought about what I did differently and realized that I had relaxed before the exam. From then on I would go to the union and play pool or a video game to get my mind off of the test and my grades improved dramatically.

Have a great day!

Mike
Collegeplanningcoach.com

Chevrolet—An American Revolution?

Chevrolet claims they are the American Revolution and as Americans and Union members, we are tasked to buy Union Made, American Made item. But do you know where your Chevy was made? You do now!

Aveo - Korea
Cobalt - USA
HHR - Mexico
Malibu - USA
Impala - Canada
Monte Carlo - Canada
Corvette - USA
Colorado - USA
Silverado - USA/Mexico
Equinox - Canada
Trailblazer - USA
Avalanche - Mexico
Tahoe - Mexico
Suburban - Mexico
Express - USA
Uplander - USA

Check out the Related Story →

Tips to decoding your Car's VIN Number?

A car's vehicle identification number (VIN) is the automotive equivalent of human "DNA".

It sets their vehicles apart from the millions of vehicles out there. In later years it is reflected in 17 digit characters. It displays a car's uniqueness and heritage and provides a form of factory to scrap yard identification. It can be used to track recalls, registrations, warranty claims, thefts and insurance coverage. Each character or digit has a particular purpose.

Tips to understanding your vehicles serial (VIN) number. They are as follows:

1st character- Identifies the country in which the vehicle was manufactured (e.g. U.S.A. (1or4), Canada (2), Mexico (3), Japan (J), Korea (K), England (S), Germany (W), Italy (Z))

2nd character- Identifies the manufacturer. For example; Audi (A), BMW (B), Buick (4), Cadillac (6), Chevrolet (1), Chrysler (C), Dodge (B), Ford (F), GM Canada (7), General Motors (G), Honda (H), Jaguar(A), Lincoln (L), Mercedes Benz (D), Mercury (M), Nissan (N), Oldsmobile (3), Pontiac (2or5), Plymouth (P), Saturn (8), Toyota (T), VW (V), Volvo (V).

3rd character- Identifies vehicle type or manufacturing division.

4th to 8th characters- Identifies vehicle features such as body style, engine type, model, series, etc.

9th character- Identifies VIN accuracy as check digit.

10th character- Identifies the model year. For example: 1988 (J), 1989 (K), 1990 (L), 1991 (M), 1992 (N), 1993 (P), 1994 (R), 1995 (S), 1996 (T), 1997 (V), 1998 (W), 1999 (X), 2000 (Y)-----2001 (1), 2002 (2), 2003 (3)

11th character- Identifies the assembly plant for the vehicle.

12th to 17th characters- Identifies the sequence of the vehicle for production as it rolled off the manufacturers assembly line.

Editor's NOTE: Depending on where you are going, some places do not allow a foreign made vehicle to be on their premises: The Walter & May Reuther Family Education Center at Black Lake, for instance, has adopted a policy of checking the VIN numbers of any vehicle entering the Center to verify if it is an American/Union Made vehicle. Only vehicles that will be allowed to park in the Center must have a VIN beginning with #1,2, or 4. In Lansing, I have been told that you must have a US Made vehicle to park at the AFL-CIO building, etc.

Welcome brothers and sisters to another benefit of being a member of the Michigan Postal Workers Union. The MPWU Executive Board have approved an idea that Michael Long (our state editor) and I came up with in discussing the difficulties of small(er) locals putting out a news paper. First off I would like to thank Mike and the State Executive Board for helping the small locals, even though it increased the editor's workload for making this possible. Regular written communications with our members without the expense of an editor's position is a real plus for us.

Now down to local business —

By now the \$500,000.00 casual in lieu of settlement should have been in your checks. I know that the labor charges filed by the 204b's delayed things and for that I am sorry. However, I am glad that a careful review showed we acted in a fair inclusive manner with such a large sum. Inclusiveness is what union is all about.



Then AMP is dead but not forgotten. As soon as the AMP was announced dead management made the decision to move third class flat mail operations to Traverse City. They must not know just how petty and obvious they appear in the attempt to limit jobs in the Gaylord office. I have had a meeting with Congressman

Stupak on this matter and have another scheduled in late August. Bart has no patients for this kind of double talk and has demanded an explanation from district management.

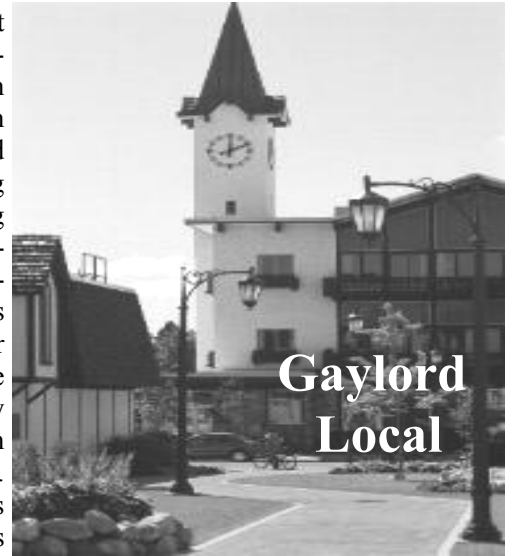
Thank You to the members who supported Bart's golf outing on Drummond Island. To have such strong support of a committee chair is good fortune we can not take for granted. Standing up to big oil, drug companies and abusive government are qualities very rare in Washington today. Bart needs all of our support to remain in office against such strong opposition.

A very heart felt welcome to all or new brothers and sisters brought in as a result of the APWU grievance process. All of the transfers and the reinstatement are members in good standing. I hope by now all the new hires have had the chance to join the organization that fought for their right to earn a living wage and receive fair benefits. Your brothers and sisters were proud to pay the physical and monetary cost necessary to win the jobs you now hold. I know they are glad to welcome you to our union family.

I hope all of you are enjoying a good summer and using your hard earned time off to the best of your ability. The state of the local is good and we can be proud of that. However we will not rest yet. Updating our equipment and maximizing the volume of mail handled by our facility is essential to the long term health of this office. See you next issue.

John Marcotte
President, Gaylord Local

Greetings. The Sault Ste Marie Educational Convention was a success. John and I attended classes including Trustee's Training (Auditing) and Fiduciary Responsibilities. Judy Beard was the instructor for these classes. She worked in Secretary Stapleton's office in Washington DC. She brought changes of the laws and rules to our attention; and there have been numerous changes since President Bush was re-elected.



**Gaylord
Local**

I discovered in this training that it is mandatory for us to maintain workman's compensation insurance for our local. I have since purchased the insurance locally through Mac Namara Agency. Workman's Comp insurance will cover our Local if someone gets hurt at a meeting or while conducting union business.

We also learned how to pay officers for lost time, which must be documented with the specific tasks and offices the steward or officer worked or visited. We learned "for the good of the local" items which are under a microscope from the Department of Labor (DoL) (e.g. Christmas ham's and turkey's). She also covers the length of time to keep documentation and what you need during a DoL audit.

I also requested National to increase our Bond Insurance. It did not meet the minimum standards recommended by the DoL. This insurance covers our Local if one of the officers steals our liquid assets.

Remember that our Fiscal Year runs from January 1 through December 31st now. I will be attending DoL training in August to familiarize myself with the new rule changes in filing our LM-3 report. This training is free of charge to our Local and has been informative and educational in the past.

We also have a CPA since our officers are employees. Tony Dombrowski of Gaylord computes our taxes that need to be withheld and gets our tax coupons ready for filing. We still write the checks to the individual and to each of the taxes.

As you can see, it has been a busy summer. Things aren't going to slow down either. We have elections coming up in October. Make sure you have updated your address to ensure you receive a ballot.

In Solidarity,

Amy Owen
Secretary/Treasurer, Gaylord Local

The Local Union Page

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Your articles are welcome! They must be signed to be printed, but your name will be withheld upon request. Articles sent via electronic media will be treated as being signed. Be aware that articles may be edited to fit the confines of this publication.

Lastly, this paper is designed with everyone in mind, please be aware that all mistakes are intentional for the express purpose of keeping those happy that are most happy when finding errors in others.



The Michigan Postal Workers Union proudly represents the Members at Large within the Great State of Michigan. The following locals have also affiliated with the MPWU for training, education and information sharing between their members, stewards and officers of their own local and others throughout the state and nation:

Alpena	Battle Creek
Central MI	Detroit
Farmington	Flint
480-481	498-499
Gaylord	Hillsdale
Jackson	Ludington
Manistee	Muskegon
Petoskey	Pontiac
Roger City	Saginaw
Sault Ste Marie	Traverse City
Southwest Michigan	Troy Local
Western Michigan	

Check Us Out on the Web

MPWU.com**Upcoming Events to Plan For:***October 19 & 20, 2007 - Tentative Area 1, 2, & 3 District Meeting - Troy, Michigan**November 5 - 8, 2007 - National Multi-Craft Convention, Las Vegas, NV**Area 4, 5, & 6 District Meeting - Currently being planned in Spring 2008**May 15 - 17, 2008 - MPWU State Convention, Grand Rapids, MI**August 2008 - National APWU Convention, Las Vegas, NV*

In Memoriam

Charlie Turner, a long time member of the Detroit District Area Local and Maintenance Craft Director, passed away on July 16. Charlie had dedicated his life to helping all Union members, regardless of craft; he was the definition of a great "trade Unionist", as well as great man. All who knew Charlie were blessed by knowledge, with his generosity and his love. He was true champion for us working men and woman. As Craft Director he permitted his stewards the freedom to work on projects that expanded the membership's rights. Although his accomplishment are too many to detail in this space there can be no doubt the greatest accomplishment under his watch was the creation of the training program to assist members pass tests necessary for entry into the Maintenance Craft. I ask that each of you take time to remember him in your thoughts and perhaps say a prayer for him and his wife.



"Let every nation know, whether it wishes us well or ill, that we shall pay any price, bear any burden, meet any hardship, support any friend, oppose any foe, to assure the survival and success of liberty."

- John F. Kennedy, 35th President of the United States

Tentative Area 1, 2, & 3 District Meeting

When: October 19 & 20, 2007

Where: Marriott Hotel; 200 W. Beaver Rd; Troy, MI

Costs:

Hotel: \$99.00 per night plus applicable taxes

Registration: \$60.00

Tentative Class Schedule:

Basic & Advanced Stewards

Office of Inspector General (OIG)

Maintenance

Treasurers Training

Employee Assistance Program and You (EAP)

All Reservations must be made prior to September 21st.

Note: If you are not staying at the hotel and are driving back and forth, you **MUST** purchase your meal ticket for Friday night in advance. The cutoff date is Sept 21 to purchase them. You must notify and pay Sec-Treas Darren Joyce with the number of tickets you want and in advance. When you register at the meeting, you **MUST** show the ticket to receive the price of the meal off of registration. No excuses if you don't have your ticket. No ticket, No 1/2 off the registration.

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