



by
Michael
Mize

PRESIDENT

— Our Work —

Something very troubling has recently come to my attention. Management is doing a few things that take Clerk work away from Clerk employees. Somehow, they have convinced our membership it's okay.

One, in a level 18 office the Postmaster is allowed to do 15 hours of Clerk work per week. If they are doing 15 hours and 5 minutes, it is a violation. You will see what we can't. If management is doing Custodial work, it is a violation. When there is no Custodian, the work could be Clerk work, it is never management work. Management is not allowed to do any Clerk work in any other office. Management is not allowed to do any Clerk work in the RMPO, 6- or 4-hour office.

Two, management thinks you need help. When they have failed to properly schedule Clerks management likes to have the Carriers help you get the mail out. I know they sell this like it just must be done. They can't find help. The thing is there has not been any National level allowance given that lets a Carrier do our work. Carriers should start later, Clerks should be scheduled or hired. Management has failed they do not get to violate the agreement because they couldn't do their job sufficiently.

Three, COVID makes it okay. The Union has and will continue to make allowances for the COVID pandemic. If there is merit to this excuse it should be proven to the Union. Don't believe that this is an open checkbook type

situation allowing violation. Ask for a steward and let us verify the COVID reasoning. Often it is just another lame excuse for the failure to properly staff. Probably at least a hundred other excuses, most bad!! We as a Union can't allow management to continue this path. Management takes our work and then says we do not earn enough

for another position. Now we are short staffed further and so the cycle continues. They take more and more. They do not care how it hurts you. They do not care that you can't get a day off. TAKE TAKE TAKE!!

We are here to help you. You are the Union. We need you to stop this march the wrong direction. Without

your help they win! Please step up, request a steward. Worried about the question why? You can always request to speak to us, doesn't have to be a grievance. We are your representatives. We are there to answer questions and help you understand.

Please help us to stop these violations.

Al Labrecque, Mr. Union – A Union Legend Has Passed

by Leo F. Persails, retired APWU Central Region Coordinator

I met Al LaBrecque in October of 1962 when I hired into the Flint, Michigan Post Office. On my first day he approached me on the workroom floor along with John Pucillo the President of the UFPC Flint Local. Al advised that they were Local Officers and handed me a form to join the union and spent his lunch hour explaining why I should join the Flint Local. At the time new hires had a one year probation period, and dues were collected at work during lunch hours, breaks, or when management wasn't looking. Those road blocks didn't slow Al any, and when my first paycheck came two weeks later, so did Al with another form.

Al's union activities were different in those early days. He was just

as much a union activist, but he devoted his time to three things then, his family, his Local Union, and his coaching football at Holy Rosary. Al could have ran for State or National Office, but that would have interfered with his first three loves. Instead he stayed in the Flint Area and took his beloved football team, often with his own sons starring, to numerous State Championships. If dates

immediate battleground for Al and I, and we became union brothers in a battle with Schwartz that lasted for years. In some ways Schwartz was better than the ones that followed, like when he agreed to "Personal Leave" with me. The actual leave used was annual leave but it was allowed one day every Accounting Period. "Personal Leave" could not be denied or used in discipline. The

employee was only required to call in prior to their begin of tour. We in turn pledged to reduce emergency annual

Al's Father and Mother had been among the leaders of the 1937 Sit Down Strike that gave birth to the UAW. Al was born with union in him.

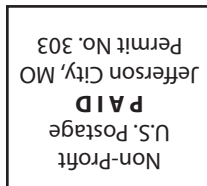
didn't conflict, he would attend State and National Conventions, but otherwise he stayed in Flint and fought our battles. Al's Father and Mother had been among the leaders of the 1937 Sit Down Strike that gave birth to the UAW. Al was born with union in him.

Flint had plenty of union battles to keep all of us busy. In 1962 President John F. Kennedy appointed a new Flint Postmaster. In doing so he asked the advice of the Chairman of the Democratic Party in Genesee County. At the time the Chairman was William H. Schwartz, who was also the President of the Michigan Bell Telephone Union. Schwartz promptly responded that the Chairman of the Democratic Party in Genesee County should be appointed. Schwartz got the job and his union and political background became an

and sick leave used for emergencies also. The members and management loved it until the Region ordered him to cancel it. The other side of Schwartz was seen when he fired Al for using a penalty envelope for union communication. The removal was finally reduced to a letter of warning without loss of pay, when we proved the communication also included Postal business.

Al wasn't without a sense of humor in using his union article for personal reasons. His article about some of Clarence's ashes in the registry room was priceless. It soon took a back seat to the time someone stole his Coney islands. Al had left two of those priceless morsels in a bag in the snack bar near the microwave for lunch. When Al entered the snack bar and smelled the

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RETIREE PRESIDENT



by
Paul
Browning

Al LaBrecque, Longtime Union Advocate & Leader

See You On The Other Side

Longtime Union activist, campaigner for equality among all, and member of the Michigan High School Football Coaches Hall of Fame passed away on August 18, 2021 at the age of 84. He wrote his last article for the *Michigan Messenger* just before going into the hospital. Al never did want to leave town without getting a last word in.

Retired National Officer Leo Persails, also from Al's home APWU Local of the Flint, Michigan Area, has written a stirring obituary for Al in the paper here. I don't or can't come close to Leo's use of words in his almost sixty years of friendship and Union Brotherhood with Al. I will add this though. Leo is certainly right about there not being need of a Union in Heaven. But if the Cherubim and Seraphim angels ever get up a football game against each other, I can see Al coaching against Archangel Michael. And I think it would be one helluva game.

Brother LaBrecque's passing is a reminder that all of us retirees are always just a hop, skip, and a jump away from departing this mortal coil. No matter how healthy you may feel, Death can come calling at any time. So, make sure you have your house in order for any loved ones left behind. Whether its life insurance or a health benefit plan for family members after you leave or

a will or whatever, have a plan for those left behind.

COLA

In my last column I wrote about the projected approximately 6% COLA raise Federal retirees will receive in 2021. That raise is for CSRS retirees. FERS retirees raise will be somewhat lower. The reason there is a difference is that FERS retirees receive Social Security benefits (which will include the full COLA) plus have a TSP. Most CSRS retirees do not receive Social Security benefits and of the few that do, many receive only a portion of that they would have been eligible for prior to the Windfall Elimination Provision (WEP) legislation passed by President Ronald Reagan and his fellow Republicans in Congress in 1983. I'm one of the many partial Social Security recipients affected with my benefit reduced by over \$450 per month. Currently, there is proposed legislation in the House of Representatives – H.R. 2337 – which would restore to thousands of people like myself, \$150 of the WEP. Well, its a start. Better than a poke in the eye with a sharp stick but still not what we were promised when we started working at



Al LaBrecque

the Post Office.

The original Civil Service Retirement System was passed into law by the Civil Service Retirement Act in 1920. The Reagan Republicans thought they had a better idea when they created FERS in 1983. Myself, I like the defined *benefit* idea better than the defined *contribution* idea.

Due to family illness, divorce, etc. not everyone has the extra cash out of their paycheck to make a *contribution* to retirement. Back in the 1980's when Postal employees were given a one time choice of remaining in CSRS or joining FERS, I made the personal decision to remain in CSRS, a decision I'm satisfied with although at the time I thought I would receive my full SS benefit.

CSRS, FERS, WEP, the entire alphabet melange is a reminder of that what Congress giveth, Congress can taketh away. During the Trump administration, every year the President's budget proposals to Congress contained reductions in retirement benefits for all federal retirees including postal workers. These benefit cuts went nowhere because of the at first Congressional fight concerning the Affordable Care Act then later

the DEMOCRAT CONTROLLED CONGRESS. If you think that a Trump President and Republican controlled Senate and House with Mitch McConnell and Kevin McCarthy (sincere Trump followers there) as prospective majority leaders wouldn't cut federal retiree benefits then I have a bridge in Brooklyn I want to sell you.

Dump DeJoy

The recent groundswell movement from APWU members in the field to dump Postmaster General DeJoy appears to have hit a speed bump. The little publicized letter from members of the APWU National Presidents Conference calling for the removal of DeJoy drew small attention from anyone who really mattered. Its also notable that even some National Association of Letter Carriers members at the Local level have joined the Dump DeJoy efforts but as with the APWU in Washington DC, NALC headquarters has remained mum on the subject.

Certainly the National Contract negotiations between the APWU and USPS can serve as a distraction from the PMG and his now in place reductions in service and postage price increases. Hopefully, by the time anyone reads this a Collective Bargaining Agreement beneficial to the membership will have been negotiated. If not, then we know that

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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:

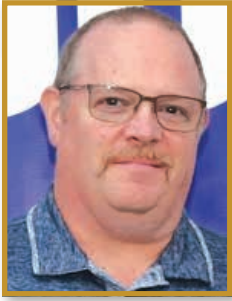
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Farmington	Sault Ste Marie
Flint	Southwest MI
480-481	Stevensville
486-487	Traverse City
498-499	Troy Local
Gaylord	Western MI
Great Lakes Area	
Mail Haulers	

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by
**John
Greathouse**

EDITOR

Fall Colors & Chaos!

Greetings Brothers and Sisters,
Well fall is here and the colors are starting down here in the Mid-Michigan Area. I had these grand plans of a UP trip that went bust but I went to "Plan B" and got over to Sleeping Bear Dunes for some fantastic colors and sights as shown in this shot I took.

Liberal Leave

The Liberal Leave MOU was extended through December 31, 2021. The Covid Leave program the was part of a bill that was signed into law as expired so folks need to pay attention

Service Standards

PMG DeJoy has been pushing his 10 year plan that, and we must acknowledge

that there are a couple of god things in it but the reality of this is, to charge more, slow down the mail and close Post Offices & Plant will only get one thing and one things only . . . financial ruin to be quickly followed by privatization and the USPS getting carved up (this part is just a good guess).

We do still have a shot at addressing this by contacting your US Senators and US Reps and ask them to support and pass the Postal Legislation bill that is in Congress now!

Kellogg Strike

As we go to press, union workers at Kellogg are on strike! Show your support by not purchasing Kellogg products. As with any Union project . . . Together we are Stronger!

Contract Talks

Again, as of press time, as of Sep-



Sunset at Lake Mitchell, Cadillac, MI

tember 1st, both parties have agreed to continue to negotiate on our contract V going to arbitration, but that's it . . . nothing new and this lack of information is what is concerning.

I do hope we have a contract through the collective bargaining process V arbitration and we can get a better contract. Stay Tuned!

Awards

The *Michigan Messenger* was hon-

ored by the 2021 Postal Press Association with an Award for myself. I was a team effort of all of the articles that you have written as well as the fantastic job that *Stacy Publishing* does for our paper. Can't wait till the 2023 awards to see what the judges think of our new paper design.

Stay safe and try not to get stressed out over the upcoming Holidays and the increase in mail volume.

In Solidarity.

Al LaBrecque, Longtime Union Advocate & Leader

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USPS has stonewalled APWU for the umpteenth time and a Contract decided through Arbitration is in the distant future.

At this point, anything I write will be hindsight. Still, it seems to me that APWU leadership leading the charge to hound DeJoy out of his PMG job would be much more a position of strength than any waffling on his slow dismantling of the Postal Service. There is no lack of ammunition to go after DeJoy even setting aside his job performance. His continued ties with a family owned trucking business that has received millions of dollars in USPS contracts has some members of Congress calling for his outright firing on conflict of interest basis. After all, DeJoy's new delayed mail schemes call for less transportation of the mail via air and a heavy increase in transportation of mail through surface (trucking) means. Coincidence? I think not!

Unethical behavior aside and any accusations of such cover ups by a web of insider deceit and manipulations, APWU National President has correctly pointed out that DeJoy can only be fired by a majority vote of the USPS Board of Governors (BOG). In what looks like yet another conflict of interest, DeJoy purchased hundreds of thousands of dollars in bonds from an investment firm whose managing partner is Ron Bloom, the Chairman of the BOG. In another crazy coincidence, Bloom happens to be one of DeJoy's biggest fans of DeJoy and his USPS management. "There all a bunch of crooks" was what I heard one APWU officer opine in a moment of extreme frustration.

One of my humble suggestions was that the Presidents of the four Postal Unions should hold a press conference on the steps of the U.S. Capitol detailing all this apparent collusion.

The USPS Code of Conduct states that under "Title 18 U.S.C. 1701, Whoever knowingly and willfully obstructs or retards the passage of the mail or any carrier or conveyance carrying the mail, shall be fined under this title or imprisoned not more than six months, or both". Couldn't our Union Presidents be raising Cain that this is exactly what DeJoy has done with the approval of his business colleague BOG Chairman Bloom?

Perhaps its all just business as usual among people who have tons of more money than I do. Ironically, it was feeling of getting screwed over by wealthy people that a very rich guy exploited to get elected President in 2016. And under him, the rich got richer as the saying goes. Especially a PMG appointed by a BOG dominated by Republicans and a BOG Chairman appointed by Donald Trump.

Legislation

As has been the case for some time on most issues, partisan politics rules our D.C. law making. Please be one of those who takes an active interest in legislation relevant, indeed necessary, to maintain our standard of living not just as retirees but also for our fellow Union members. You can visit the apwu.org website and click under "Our Union" then "Legislation" to see the pertinent issues APWU supports and which affect us all from voting rights to support the USPS, its all there. Contact your member of Congress to let them know how you feel on these issues and urge them to support you. Calling the Phone # 1-844-402-1001 will get you through to your representative. Even if you just leave a simple voicemail of "My name is . . . and I urge you to support" legislation concerning the pertinent issue. It only takes a few minutes out of your day.

National Retiree Zoom Conference

A quiet but productive National APWU Retiree Conference was conducted via Zoom on September 27-29. Informative workshops were held on Heart Health, Communicating with Legislators, Alzheimer Disease, and Identity Theft. That last one was particularly scary as the many ways that your ID can be stolen through your phone and computer were outlined in great detail as well as protective measures that can be taken.

National Officers APWU President Dimondstein, Vice President Szeredy, Secretary-Treasurer Powell, Legislative Director Beard, and others addressed the attendees via Zoom. All of them expressed "deep appreciation" and praise for the "important, invaluable" involvement and work of APWU retirees. APWU Retiree Department Nancy Olumekor chaired the Conference and did an impressive job under a difficult first time experience.

Olumekor stated we currently have 31,277 retiree dues paying members, a rather sad number considering the thousands of former APWU bargaining unit members who enjoyed the wages and benefits the Union obtained for them. Yet these now retired members won't pay just a few dollars a month to join as a retiree the Union that worked so hard to get them so much and is still working for them through our Legislative Department and maintaining a viable USPS to assure the boat we are all in doesn't just sink. Because if it does, believe me, everyone still working and retired is plain screwed.

There was a resolution for a change in the APWU National Constitution submitted to the body by the Michigan State Retiree Chapter. Said resolution would alter the National Constitution from presently having only five (5) Retirees (those who pay only Retiree De-

partment dues) as delegates on the National Convention floor to an allocation of 1 for 100 for every member of a Retiree Chapter. Its a simple enough change which would not significantly affect the balance of full dues paying delegates to retiree dues paying delegates. At most, there would probably a 100 to 150 retiree delegates on the Convention floor compared to 2,500 full dues paying delegates. Nonetheless, it would give acknowledgement and recognition to so much that retirees did while working and are still doing today for our Union.

As I wrote a couple of paragraphs ago, our National Leadership couldn't say enough good things about APWU retirees. They gave an over the top, pat on the back, way to go boys and girls to us. Now, if Leadership would simply match these words with actions the discussed here resolution would be passed by delegates at a National Convention. Unlike Michigan, where still working and retired members work in close harmony and respect, there are too many still working members who view retiree members with suspicion or even open enmity. All of that could be dispelled if a couple of high ranking resident National APWU officers went to a microphone on the Convention floor and said "I support this resolution" and repeated their words of praise openly to all.

Again, by the time this is read, I hope a fair contract agreement has been reached for my brothers and sisters still out there on the workroom floor, in Maintenance, MVS facilities, wherever. If not, I promise retirees will be carrying the word to our family, friends, neighbors, and communities, that APWU members must get what they deserve. And in the meantime, we will continue to work with all those groups and our Congressional representatives to keep the Post Office and our Retirement system viable, fair, and just.

VETERANS' DIRECTOR



by
John P.
Smeekens

Veterans' Report

MICHIGAN VETERANS' HOMES

Michigan Veteran Homes (MVH) is the entity that provides day-to-day operational oversight of the state's veteran homes on behalf of the Michigan Veterans Facility Authority (MVFA) and is a branch of the Michigan Department of Military and Veterans Affairs (DMVA). MVH strives to ensure that quality long-term care is provided to the veterans and their eligible family members that live within the Homes. High quality care for this phase of life is central to the "member for life" concept that DMVA embraces. The MVH operates the Michigan Veteran Homes at Grand Rapids (MVHGR), the Michigan Veteran Homes D.J. Jacobetti (MVHDJJ) in Marquette and the new Michigan Veteran Homes at Chesterfield Township (MVHCT). For more information, please visit: <https://www.michigan.gov/mvh>.

New Grand Rapids Home For Veterans'

Governor Whitmer joined the Michigan Veteran Homes (MVH) and the Michigan Veterans Facility Authority (MVFA) Board of Directors' ribbon cutting ceremony for the newly-constructed Michigan Veteran Homes in Grand Rapids.

"This new home is the result of a years-long, bipartisan effort to uphold our commitment to our veterans and their families in Michigan," said **Governor Gretchen Whitmer**. "The new Grand Rapids home was designed to provide comfort and well-deserved peace of mind for the men and women who put their lives on the line for all of us. It will give 128 veterans a place to call home and further our ongoing efforts to modernize state-run veterans homes and provide state-of-the-art skilled nursing care to those who served. I look forward to working with

the legislature, veterans' organizations, and our national partners to use the massive influx of federal resources we have to move dirt on more projects like today's as soon as possible."

The ribbon cutting ceremony included remarks by Governor Gretchen Whitmer, U.S. Army Maj. Gen. Paul D. Rogers, adjutant general and director of the Michigan Department of Military and Veterans Affairs, Anne Zerbe, executive director of MVH, Dave Henry, chairman of the board for the MVFA and Robert Troost, a veteran and resident member at the Home. In addition to the remarks being offered, the program also included posting of the colors led by the Michigan Veteran Homes at Grand Rapids Member Color Guard and music by the Belmont Armory 126th Army Band. At a total project cost of \$62.9 million, with \$40.9 million provided through a federal grant awarded by the U.S. Department of Veteran Affairs Construction Grant Program, construction of the Michigan Veteran Homes at Grand Rapids began in April 2019 and occupies 20 acres and totals 152,784 square feet. The state-of-the-art Home consists of four unique neighborhood buildings and a community center. The neighborhood buildings collectively house 128 private resident rooms with ensuite baths and feature shared living and dining spaces. The adjacent community center is the centerpiece of the Home and features therapeutic facilities for behavioral, occupational, physical and group therapy, an exam room, chapel, barbershop and salon, café bistro and gift shop. Residents will also have access to an adjacent outdoor courtyard and memorial garden to observe the natural surroundings the campus has to offer.

Importance Of Checking In On Veterans'

With the recent withdrawal of troops from Afghanistan, it sometimes rattles the brain of other Veterans' who have

experienced being with drawn from their duty stations. No matter what ERA they were from! Take a moment to check on your Veteran friends and family!!!

Tomb Of The Unknown

Located in Arlington National Cemetery, Virginia, the Tomb of the Unknown Soldier is the final resting place of fallen, unidentified American service members. On March 25, 1926, the first military guard was posted at the tomb. However, the 24-hour guard that the tomb is known for did not begin until midnight, July 2, 1937. Since then, the tomb has been guarded 24/7 through hurricanes, blizzards and even terror attacks. On April 6, 1948, the 3rd U.S.

cution of our sacred mission."

Military First

After two decades of combat, there were no American troops missing in action, reflecting a major shift in military priorities.

Michigan Veterans Homes

At Michigan Veteran Homes, the communities are uniquely tailored to enhance members' wellbeing and help them maintain their personal freedoms. Currently, the organization has homes in Grand Rapids, Marquette, and Chesterfield Township. You may be eligible to live in one of our locations if you're . . .



Infantry Regiment, known as "The Old Guard," was designated as the Army's official ceremonial unit and took on the duty of guarding the Tomb of the Unknown Soldier. Tomb Guards, also known as Sentinels, undergo a strict selection process and intense training. These soldiers are held to the highest standards in guarding their unidentified fallen comrades. The Tomb Guard marches 21 steps down the black mat behind the tomb, turns, and faces east for 21 seconds. They turn again, face north for 21 seconds, and take 21 steps down the mat. The number 21 symbolizes the 21-gun salute, the highest symbolic military honor. In must be said that, despite their dress uniforms and ceremonial appearance, Tomb Guards are willing and able to **drive off would-be intruders** who trespass on the hallowed ground. An elaborate ceremony is conducted to change the guard at the tomb. Presided over by a relief commander, the relieving Sentinel is thoroughly inspected before meeting the retiring sentinel and assuming the guard. *For the first time in the 84-year vigil, on the 30,770th day of continuous guarding, an all-female guard change occurred with the 38th Sergeant of the Guard.* On social media, the Old Guard posted, "We commemorate the achievements of these trail-blazing Tomb Guards," and added that the historic event was a first but would not be the last. "With diversity in our ranks, race, gender or any characteristics will never hinder, but only enhance the exe-

- An honorably discharged veteran
- Eligible for USDVA health care or financial assistance for long-term nursing care
- A dependent of a veteran who is deemed eligible for admission or was deemed eligible at the time of the veteran's death
- Dependent is defined as widow, widower, former spouse or spouse of a veteran, or a gold star parent

Michigan residency is not a requirement

Michigan Veteran Homes at Chesterfield Township
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Chesterfield Township, MI 48047
Main Line: 586.210.7102
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Michigan Messenger

Deadline for Newsletter Submissions

December 4th



by
Patrick
Chornoby

AREA 2 DIRECTOR

Hold Management Responsible

Greetings Brothers and Sisters. Greetings Brothers and Sisters. Another summer has gone by, and we are seeing very little change in the Post Office. Promises by management to staff their offices and to treat employees with respect and understand their needs seem to have been lost. Earlier this year, in a meeting with the 482 District Manager, we were told to just wait and see, just watch they said . . . "We [management] are going to start to recognize all of our workers and reward our employees in appreciation of their dedication and hard work over the entire pandemic period for the great job that they did by holding the postal service together."

Well, we are still waiting to get our recognition. Another falsehood from management? I think so.

Now, about holding management responsible and accountable. I know that as postal employees we go above and beyond in serving the public. Every decision we make on our job is to make the company better and more efficient, with a focus on serving our customers and with a humanitarian aspect toward our co-workers. Management has a different idea of their responsibilities with their jobs. Their focus is far from service or the welfare of employees. Everything is a numbers game to them. Three people call in today (they don't care why you called in, sick emergency, they don't care) that is thirty percent of the workforce – a number. Mail truck came in late, box mail is not up by 10:00 am. Dispatch is late – thirty minutes – time, first class is not up – delayed one hour – time, carriers are late leaving, maintenance can't get the area cleared – time. All time, all numbers, all failures. Then they turn around and jump on the workforce, putting the blame on us for their problems! For instance, you may have used the bathroom, couldn't hold it for more than 5 hours, management barks . . . "if you were on your assignment, the dispatch would not have been late." Or, if you called off because you had walking pneumonia yesterday, all of the sudden it's your fault we couldn't get the mail up for the carriers, or the floors cleared, or the building swept or the truck arriving late . . . it goes on and on and on.

I would just love for one supervisor, or for one manager, or a postmaster or an Operations Manager to get off their hi-back chairs and call the AREA, or to contact USPS Headquarters and tell them get us some people who can operate the post office who have knowledge on running a business like it should be run. Most management I deal with are cowards. They won't speak-up. They won't question their

superiors. How many times does a supervisor say . . . "I have check with my manager, or I have to see if it's ok". Even if you are only asking for a day off, or trying to take a no-lunch. No one seems to be able to make a decision. All they do is follow orders and go by *the numbers*. The USPS is destined to failure if they continue on this route. We need decision makers

Other times an employee will call in, and when they report for work, they clock-in and think all is fine. When they get their pay check, they see they were not paid. When they ask for their 3971, it's too late and no one has a copy of the 3971. We find out the supervisor never processed the 3971 and there was no leave requested by the employee. Oh well. Now we have to deal with

yesterday, let alone what happened a month ago. Don't get caught-up in this 3971 mess. Remember, if you need to take a day off, for whatever reason, doctors appointment, birthday, school function, child's appointment, car repair appointment, fill out a 3971 as soon as you know you need to take the day off. Submit the 3971 to your supervisor.

Most of our offices require management to return your request for advance annual leave in a certain number of days. If management fails to return your 3971, you may get the time off automatically.

If you call off in the system, the day you return to work after your call-off, go up to your supervisor and ask for your

3971. You may not get it immediately, but when the supervisor brings your copy to you, while you are on the clock, look at it, sign it, let management sign it, then get your copy. Again, all this is done on the clock. If you get your 3971, and it's wrong, correct it before you sign it and give it back. If it is already marked AWOL, do not sign it. Get a copy of it and ask to see your union steward.

We can't do everything as union stewards and officers, but we can do our best to make sure management does their job correctly.

We need decision makers in the USPS. We need proper staffing. We need proper training. We need a fixed schedule and reasonable workweek to efficiently run the USPS. We need management to do their job.

in the USPS. We need proper staffing. We need proper training. We need a fixed schedule and reasonable workweek to efficiently run the USPS. We need management to do their job. We need them to be accountable for their actions. Stop blaming the bargaining unit workers for their mistakes.

Please Get Your 3971's

As the postal service hires new employees, we senior employees need to keep an eye on them as they begin their careers. A difficult job now-a-days, because management has a habit of ignoring new hires, and often refuses to properly train them for the jobs they are assigned. The main reason, I believe, is because of the lack of workers. No time to train anyone. If they did do training, the mail wouldn't get processed. Add that to the lost revenue of the company, there is simply no budget to properly train our employees. This brings me to the properly filling out of postal forms, including leave requests. I have gotten complaints from employees about not getting their 3971's from management after they take leave. For our newer employees, some have no idea what a 3971 is or even its purpose. A 3971 is a postal form used to notify management that you will not be available to work on a particular day or days, or your request to take your leave.

I encourage every employee to fill out and submit a PS Form 3971 to management as far in advance as possible, whenever you need to take time off from work. More and more, employees are going up to management and asking to take off on a particular day in the future. The supervisor says OK, and they think all is fine. But when the actual day comes for you to be off, everyone seems to have amnesia, or the supervisor says they thought it was for another day, or another week. Since there is no 3971 to support your request, you are out-of-luck.

a pay adjustment, and you won't get your pay for another two pay periods.

Employees are responsible for completing their own leave requests, 3971's, ON THE CLOCK. Don't ever rely on management to complete your 3971s, that is your job as an employee. It is our responsibility as an employee to submit our 3971's timely. Often times a supervisor will hand a stack of 3971s to an employee and say "sign them". Some of them may already be disapproved, some of the leave requests may be AWOL. Heck, you can't remember what happened

Al Labrecque, Mr. Union – A Union Legend Has Passed

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warmed and missing Coneys, all hell broke loose. Al's next article in the "Flint Facts" about those Coneys was priceless and should be a classic for all time.

Al never lost his love for coaching football and when he retired and moved to Alpena he offered his help to a school team there. Al's coaching career ended when a running back broke Al's leg in a scrimmage game. Al wasn't as fast as he once was in the defense backfield, and that ended coaching. Al was now remarried to Michelle, his kids were grown, coaching was gone, and he was retired. It was now that the unionism that ran in his veins would be shared with thousands of APWU leaders and members that would come toe to toe with "Mr. Union".

Al, soon became President of the Flint chapter of Retirees. His next position of new leadership was the President of the Michigan State Chapter of Retirees. For the first time he was leading union issues outside of Flint while still active there. I believe Al could have been successful in any APWU position and proved

that when he was elected as one of the first Regional Retiree Delegates. He represented thousands of retirees at APWU Conventions. His resolutions at those conventions have resulted in numerous union changes to benefit APWU Retiree Members. One of his greatest was when Al actually ended suppression of voting rights for APWU Retirees. Democrats are finally entering the battle to stop republicans from suppressing the same voting rights on the public. Al was always the first to begin every battle for our members, and voter suppression was no different.

Al has left the battles of the workroom floor and his typewriter on earth, but you can believe someone in Heaven just got a form to join the union. They can expect him back with another form in two weeks. Obviously there isn't much need for a union in Heaven, but to help any APWU member, I'm sure Al would use some "Personal Leave" to do so. It wouldn't be the first time Al used "Personal Leave" to walk through fire for a member.

Rest in peace my union brother.



by
Roscoe
Woods

LEGISLATIVE DIRECTOR

Is The New Boss The Same As The Old Boss? The Answer Is No.

Hello Brothers and Sisters!

Recently I had the opportunity to get back to some level of normalcy and attend the APWU National President Conference (NPC) in Colorado Springs Colorado.

At the NPC presidents and their delegates from across the nation gather to discuss agenda items based on issues and problems we all face in an effort to discuss what works and what does not as we seek to remedy the chaos that has permeated this agency and our work places all across this nation.

As the conference approached, we were watching to see if APWU HQ would make any public statement calling for the removal of our current job killing PMG Louis DeJoy. While we understand we are preparing to open nation contract negotiations it is the opinion of many of us that PMG DeJoy must be removed not only to ensure the future of this service but to ensure we get a negotiated deal that does not take a step backwards.

It is apparent that our leadership at APWU HQ that was so willing to plaster former PMG Donohoe's face on a wanted poster is reluctant to do the same for a PMG whose history is filled with attacking workers and violating workers' rights.

As reported by LABORNOTES PMG DeJoys history is filled with attacks on workers and their rights, from a May 2021 article titled "New Postmaster General Is an Expert Job-Killer" Joe Pi-

ette for LABORNOTES reported:

Not surprisingly, DeJoy has a bad labor record. While he was CEO, New Breed acted with "anti-union animus," the National Labor Relations Board ruled in 1994, when it avoided hiring Longshore (ILWU) union members after securing a contract to run a U.S. Army terminal in Compton, California.

In 2013, a Tennessee jury awarded \$1.5 million to three temp warehouse workers at New Breed in a sexual harassment and retaliation lawsuit. The workers had been fired for complaining about a manager's "unwelcome sexual touching and lewd, obscene and vulgar sexual remarks." The employee handbook, which had sexual harassment protocols, was purposefully kept out of the hands of temps — who made up 80 percent of the workforce.

In 2014, the New York Times reported, four women working in a Memphis warehouse for New Breed suffered miscarriages after supervisors refused their requests for light duty during their pregnancies. Workers hoped that conditions would improve when XPO took over, but instead things got even worse — workers were now expected to pack 120 boxes per hour instead of 60, and got punished for too-long bathroom breaks. In 2017, a woman died of cardiac arrest on the warehouse floor, and workers around her were told to keep working. In 2018, two more women miscarried.

Since 2000, XPO and its subsidiar-

ies have racked up 16 wage-and-hour violations totaling \$35 million. They have also been dinged six times for employment discrimination, five times for labor relations, eight times for aviation safety, and 22 times for health and safety. (You can search a database of such violations for any company using the online Violation Tracker run by the policy resource center Good Jobs First.) The state of California has repeatedly awarded back wages to XPO truck drivers who were misclassified as independent contractors.

Truck drivers, warehouse workers, and intermodal drivers at hundreds of XPO facilities worldwide held a day of protests on May 30, 2019, against abuses and wage theft. U.S. efforts were coordinated by the Teamsters, who have managed to organize a handful of XPO units; a warehouse in New Haven went on strike. "As someone who drives from Tijuana, Mexico to San Diego every single day to work more than 12 hours," said driver Jose 'Chema' Rodriguez, "it's ludicrous that I'm still unable to afford to live in the United States because of the compensation and benefits XPO has denied me by misclassifying me as an 'independent contractor.'"

When the pandemic hit, the New York Times reported that XPO offered to "lend" workers up 100 hours of time off — but they would have to repay the time. The result of this stingy sick-leave policy: workers kept going into work despite "coughs and worse." A Miami truck driver told the paper that even if he got coronavirus, he would have to keep driving his 18-wheeler. On April 4, workers walked out of an XPO warehouse in Palmyra, New Jersey, over COVID-19 concerns, after three workers became infected.

I cannot for the life of me understand why our national leadership believes they can negotiate with a man who has spent his career screwing the very workers that through their hard work and labor created his wealth. LABORNOTES also reports:

DeJoy's New Breed Logistics (before it merged with XPO) was a contractor to the USPS for more than 25 years, "supplying the organization with logistics support for multiple processing facilities," the USPS announcement revealed.

XPO Logistics does extensive business with the Postal Service (\$57 million in 2017), potentially putting DeJoy in the position of overseeing decisions that affect his personal financial interests. He served terms as XPO's CEO and board member before retiring in 2018; the company continues to rent warehouse space from him, and he and his wife own between \$25 million and \$50 million in XPO stock.

The funding that the postal board of governors is asking from Congress includes \$25 billion for "modernization." What might DeJoy's version of modernization look like? Take a look at the website of XPO: "Our focus is on robotics, autonomous vehicles, automated sortation systems, drones and other cutting-edge technologies that speed goods through the supply chain... Once startup is complete, our managers use XPO Smart™ labor analytics to optimize productivity."

In other words, the company specializes in the science of weeding out any worker who's not super-productive and super-compliant, regardless of seniority or humanity. We can expect DeJoy to bring this same sensibility to running the postal service.

So, we have an anti-union PMG running this agency while he still has financial ties to it? **Wow.**

Since the NPC is a leadership conference, this president with the support of the entire Michigan delegation offered up a motion for the NPC to fill the void left by APWU HQ and call for the removal of PMG immediately.

It passed with no debate and no dissent. The fact APWU HQ has yet to respond to the motion or change its course has me questioning if they have respect for the 138+ leaders at the conference who chose to lead as opposed to sit back and hope this tyrant with our member's futures in his hands will somehow change his tune. I for one doubt it.

We encourage you all if you feel as we do to get in touch with your Congressional Representative as well as our leadership in DC and demand we dig in and use all available resources to see this job killing anti worker PMG is removed.

The motion passed is included in this issue of your *Communicator*.

One last note, while at the NPC there were several agenda items dealing specifically with the ever-growing hostility on our work room floors.

It was frustrating to see our national officers at a loss as to how we confront what is clearly a national issue. With the implementation of the last contract, it was agreed that the USPS and APWU would meet under an agreement called the Work Environment Improvement MOU.

Despite the evidence of wide spread issues related to the work environment from what we could tell there was one initial meeting and nothing since.

As it seems to always be the situation, I got the impression our leadership thinks this is a few isolated work places when it was made clear at the NPC this is a widespread national issue.

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June 14, 2021

To whom it may concern,

The National Presidents' Conference (NPC) is made up of American Postal Workers Union, AFL-CIO (APWU) Local and State Presidents throughout the Country

Our Conference recently convened, and on Saturday June 5th, 2021, after lengthy discussions, a motion was made by 480-481 (Michigan) Area Local President Roscoe Woods that stated:

For abdication of his oath of office, for pressing forward an agenda and 10 year business plan that will further degrade and delay service and in time destroy the U.S. Postal Service as we know it, the June 2021 APWU National President Conference go on record calling for the immediate removal of PMG DeJoy.

If passed this motion will be reduced to writing and sent to:

President Joseph Biden
USPS Board of Governors Chair, Ronald A Bloom
Homeland Security and Governmental Affairs Committee Chair, Senator Gary Peters
The Subcommittee on Government Operations Chair, Gerry Connolly

The motion was properly seconded and passed with no dissent. The 138 APWU Local Presidents and appointed delegates assembled at the June 2021 National Presidents Conference in Colorado Springs Colorado hereby submit our request for the immediate removal of USPS Postmaster General Louis DeJoy.

Respectfully Submitted,

Charles A Pugar, NPC Chair
1414 Brighton Road Suite 400
Pittsburgh, PA 15212



BUSINESS AGENT



by
Devendra
"D"
Rathore

Crossing Crafts Or Occupational Groups

I hope everyone remains in good health during this challenging time and follows the appropriate safety precautions necessary for staying safe during this pandemic.

The language of the Collective Bargaining Agreement (CBA), Article 7.2.B and C, Employment and work Assignments, states, "In the event of insufficient work on any particular day or days in a full-time or part-time employee's own scheduled assignment, Management may assign the employee to any available work in the same wage level for which the employee is qualified, consistent with the employee's knowledge and experience, in order to maintain the number of work hours of the employee's basic work schedule."

During exceptionally heavy workload periods for one occupational group, employees in an occupational group experiencing a light workload period may be assigned to work in the same wage level, commensurate with their capabilities, to the heavy workload area for such time as Management determines necessary." Remember that the language says "heavy workload" not intentionally inadequate staffing in one craft.

The Joint Contract Application Manual (JCIM) language, Article 7.2.B and 7.2.C, Work Assignments, States, "Generally, when the Union established that an employee was assigned across craft lines or occupational groups in violation of Article 7.2.B or 7.2.C, a "make whole" remedy requires the payment (at the appropriate rate) to the available and qualified employee(s) who would have been scheduled to work but for the contractual violation."

Article 7.1.B.1 in the Joint Contract Interpretation Manual states, "The Postal Support Employee (PSE) workforce will be comprised of non-career, bargaining unit employees, which is the only category of non-career employees established to work within APWU bargaining units."

Tips for the Steward: The language of the Joint Contract Interpretation

Manual (JCIM), Article 7, Sections 2. B and C, Work Assignments, provides the assumption that qualifying conditions are reasonably unforeseeable or somehow unavoidable.

While Management retains the right to schedule tasks to suit its needs on a given day, the right to do this may not fairly be equated with the opportunity to, in essence, create "insufficient" work through intentionally inadequate staffing.

Handbook F-22, PSDS Time and Attendance, and Handbook F-21, Time and Attendance, Section 422- Transfer Hours refers to the need for the supervisor to ensure that employees use the correct operation numbers when making clock ring entries.

Documentation needed to support the case: Very Important A written statement with their name print and signed by each witness stating – Who did What? Who saw What? Who said What? When did it happen (date and exact time)? Where did it happen?

- Witness statements verifying that work was available in the employee's own craft or occupational group.

- Documents showing that work was available in employee's own craft.

- Witness statement describing the specific work and tasks performed by cross crafts employees.

- That craft has historically performed witness statements from represented craft stating these tasks.

- The steward's notes from the interview with the supervisor and all witnesses.

- Medical restrictions of the employee being assigned across craft lines, if applicable.

- Light/limited duty job offer (if applicable).

- Copy of Overtime Desired List (OTDL) from the section where the work was performed.

- Request for Information for operational conditions that caused the assignment of work to cross craft lines.

- Regional Instruction for operational conditions that caused the assignment of work to cross craft lines.

- Regional Instructions 399 (RI-399) inventory, if applicable.

- Copy of any craft excessing, if applicable

- Position description(s) of the employees assigned across crafts, occupational groups, or levels.

- Position description(s) of employees normally performing this work.

- Clock rings of employees assigned across crafts, occupational groups, or levels.

- Clock rings of employees moves report by operation.

- Mail Volume Reports.

- Transfer hours report.

- PS Form 1723 (Assignment Order), if used.

- PS Form 1230 A or B (Time Cards, Weeks 1 and 2), if used.

Appropriate Remedy: That the craft and the Union be made whole: That Management pay the available and qualified craft employee(s), at the appropriate overtime rate, for all hours worked by the cross-craft employee(s). Cease and Desist utilizing other craft employees into Clerk Craft work in violation of the contract.

lation of the contract.

Please identify bargaining unit employees who should be paid.

I want to ensure that all the relevant documents you are arguing with are included in your Step 1, Step 2, and Additions and Corrections when filing a grievance. If you do not receive a Request of Information (RFI) before appealing at Step 3, please argue in the additions and corrections that management failed to provide such information to you and include a copy of RFI's the Union requested.

The steward must consist of all the documents that they need to support their argument to win cases.

All the documents sent to the Step 3 APWU NBA's must also be sent to the Labor Relations, USPS Tampa, FL.

APWU craft employees, please support and help your local stewards and officers provide a statement if you see any violation on the floor without members' support and proper information; the Union has a hard time proving a violation otherwise.

In Solidarity.

Is The New Boss The Same As The Old Boss? The Answer Is No.

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Will our national leaders show the respect deserved by the 138+ leaders who came together despite this pandemic to meet and inform HQ of the issues we are confronting both large and small? Time will tell.

After President Mark Dimondstein addressed us on Sunday, I was left with the impression he does not sense the threat posed by our PMG, nor was he in

any hurry to begin investigating or discussing what is an ever-eroding work floor situation.

As local president I will send him every statement we get attesting to the situation on the ground. Feel free to send them my way via fax: 248 543 2750 or email: rwoods@apwu480.org

Take care, be safe and get your shots!

In Solidarity.

HEALTH PLAN

NEW 2022 BENEFITS!

CHOOSE A HEALTH PLAN THAT PUTS YOU FIRST.

OPEN SEASON HOTLINE:
800.PIC.APWU (Opens Nov. 1)
virtuallines@apwuhp.com (response within 48 hours)
www.apwuhp.com (Open Season information coming soon)

OPEN SEASON 2021
Nov. 8th - Dec. 13th

HIGH OPTION

100% COVERED SERVICES

- ✓ Preventive care and treatment
- ✓ Lab tests (covered blood work performed at LabCorp and Quest Diagnostics)
- ✓ Maternity care
- ✓ Accidental injury outpatient services within 72 hours
- ✓ Diabetes generic oral medications
- ✓ Visits to a registered dietician/nutritionist
- ✓ Tobacco cessation and weight management programs
- ✓ Breast cancer screenings for women (starting at age 40)

2022 PREMIUMS

APWU Career Biweekly and Retiree Monthly

Plan	Enrollment Code	Biweekly	Monthly
Self Only	471	\$106.39	\$230.51
Self Plus One	472	\$212.94	\$461.41
Self & Family	473	\$268.81	\$582.46

CONSUMER DRIVEN OPTION

100% COVERED SERVICES

- ✓ In January, the Health Plan funds a Personal Care Account (PCA) members can use for covered medical services. Members are covered at 100% until the PCA is exhausted. The Plan funds the PCA at \$1,200 for Self Only and \$2,400 for Self Plus One and Self and Family.
- ✓ Preventive care and screenings
- ✓ Well-woman care
- ✓ Maternity care
- ✓ Healthy pregnancy and tobacco cessation programs

2022 PREMIUMS

Biweekly and Monthly | No Rate Increase!

Plan	Enrollment Code	Biweekly	Monthly
Self Only	474	\$89.65	\$190.91
Self Plus One	475	\$151.38	\$327.99
Self & Family	476	\$165.14	\$357.81

APWU Special Rates Biweekly | ★ Reduced Rate

Plan	Enrollment Code	Biweekly	Monthly
APWU career less than a year in FDH	474	\$69.65	\$150.91
Postal Support Employees greater than a year in FDH	474	\$69.65	\$150.91
APWU career less than a year in FDH	475	\$111.89	\$251.38
Postal Support Employees greater than a year in FDH	475	\$111.89	\$251.38
APWU career less than a year in FDH	476	\$125.14	\$275.28
Postal Support Employees greater than a year in FDH	476	\$125.14	\$275.28

This is a summary of benefits and features offered by the APWU Health Plan. All benefits are subject to the definitions, limitations, and exclusions set forth in the Plan's Brochure (P1-21-006).

Funeral Assistance For COVID-19 Related Deaths

by Joyce B. Robinson,
APWU National
Research & Education Director

Editor's Note: The text in this article is taken from the Federal Emergency Management Agency Website. For additional information on funeral assistance, visit FEMA's Q&A page at [fema.gov/disasters/coronavirus/economic/funeral-assistance/faq](https://www.fema.gov/disasters/coronavirus/economic/funeral-assistance/faq).

To help ease the financial stress caused by the COVID-19 pandemic, the Coronavirus Response and Relief Supplemental Appropriations Act of 2021 and the American Rescue Plan Act of 2021, Federal Emergency Management Agency (FEMA) will provide financial assistance for COVID-19-related expenses for funeral services and interment or cremation. In accordance with FEMA Policy, the applicant must be a U.S. citizen, non-citizen national, or qualified alien who incurred funeral expenses after Jan. 20, 2020 for a death attributed to COVID-19 in the United States, including the U.S. territories. Assistance is not available for U.S. citizens who died outside the United States.

Funeral Expenses Covered

COVID-19 Funeral Assistance will

assist with expenses for funeral services and interment or cremation. Applicants may receive assistance for the funeral expenses of multiple deceased individuals. Assistance is limited to a maximum amount of \$9,000 per funeral and a maximum of \$35,500 per application. Expenses include:

- Transportation for two individuals to identify the deceased individual;
- Transfer of remains;
- Casket or urn;
- Burial plot or cremation niche;
- Marker or headstone;
- Clergy or officiant services;
- Arrangement of the funeral ceremony;
- Use of funeral home equipment or staff;
- Cremation or interment costs;
- Costs associated with producing and certifying death certificates, and
- Additional expenses mandated by local or state government laws or ordinances.

Information Required

Applicants must provide the following information when contacting FEMA to register for assistance:

- Social Security number for the ap-

plicant and the deceased individual;

- Date of birth for the applicant and the deceased individual;
- Current mailing address and telephone number for the applicant;
- Location/address where the deceased individual passed away;
- Burial or funeral insurance policies, and
- Routing and account number of the applicant's checking or savings account (for direct deposit, if requested).

Documentation Needed

Also, FEMA will need the documentation listed below to register for assistance:

- A copy of the death certificate and proof of funeral expenses incurred. The death certificate must indicate the death was caused by, "may have been caused by" or "was likely a result of" COVID-19 or COVID-19-like symptoms.
- Documentation for expenses (receipts, funeral home contract, etc.) must include the applicant's name as the person responsible for the expense, the deceased individual's name, the amount of funeral expenses, and that funeral expenses were incurred after January 20, 2020.

• Proof of funds received from other sources used for funeral costs. COVID-19 Funeral Assistance may not duplicate benefits received from burial or funeral insurance or financial assistance received from voluntary agencies, government programs or agencies, or other sources. Assistance will be reduced by the amount of other assistance the applicant received for the same expenses.

• Life insurance proceeds are not considered a duplication of funeral assistance benefits.

How to Apply?

No online applications will be accepted. For assistance contact the COVID-19 Funeral Assistance Helpline at **1 (844) 684-6333 or TTY at 1 (800) 462-7585**. FEMA representatives assist in completing applications, Monday – Friday from 9 a.m. to 9 p.m. Eastern Daylight Time. If you receive a telephone call or email, and doubt that it is from a legitimate FEMA representative, report it to the FEMA Helpline. Do not disclose information such as the name, birth date or Social Security numbers to unknown sources.

Prepare Death Benefits For Postal Spouses

by Yoggi Riley

Recently, I was summoned to help the spouse of a former coworker that had passed away.

She was an emotional wreck, as could be expected, but fortunately her husband's paperwork was in order for her and he had all the

info ready for her. We went over the steps and I thought it needed to be shared with others.

Notify the U.S. Office of Personnel Management (OPM). This can be done by phone, online or in writing. How to report the death of a deceased annuitant to OPM:

Visit

<https://www.servicessonline.opm.gov/> and click on "Report an Annuitant Death". This will link you to an online form to complete and submit or send an email to retire@opm.gov. You can also call OPM at 888-767-6738.

1. Notify the bank where annuity

payments are deposited. Any annuity payments deposited after the date of death will be returned to OPM.

2. Obtain enough death certificates for your needs from the mortuary.

3. Notify the retired member's local union or local retiree chapter.

4. If the retiree was a veteran, notify the Veterans Administration at 800-827-1000. (Monday through Friday, 8:00 a.m. to 9:00 p.m. ET)

5. Call the Social Security Administration at 800-772-1213.

6. Notify insurance companies (life, health, home, automobile etc.).

7. If the retiree had health insurance through any FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will continue to receive health insurance through the FEHB as long as he or she was covered under their spouse's FEHB plan at the time of death and there is some survivor benefit taken at retirement. The health plan will automatically change to self only unless there are minor dependents and switched to the surviving spouse's name.

8. If the retiree participated in the Thrift Savings Plan, contact the TSP at 877- 968-3778.

9. If the spouse of a retiree passes, the annuitant notifies OPM and steps will be taken to return the annuitant to full retirement payments.

— Newscaster

Have the following info ready in the event of retiree's passing:

SURVIVOR BENEFIT INFO TO KEEP ON HAND

Retired member's full name: _____

CSA (claim) number: _____

Date of birth: ____/____/____ Social Security ____-____-____

Federal Employees' Group Life Insurance Yes _____ No _____ If yes, amount: \$ _____

If yes, beneficiary: _____

The Survivor:

Survivor's full name: _____ Relationship to deceased* _____

*If spouse, is spouse entitled to a survivor annuity? Yes _____ No _____ If yes, enter monthly amount: \$ _____

Date of birth: ____/____/____ Social Security ____-____-____ Phone#: ____/____/____

Email address, if applicable: _____

Minor/Disabled/Student Children:

Name: _____ Name: _____ Name: _____

SSN: ____-____-____ SSN: ____-____-____ SSN: ____-____-____

Date of birth: ____/____/____ Date of birth: ____/____/____ Date of birth: ____/____/____

Name: _____ Name: _____ Name: _____

SSN: ____-____-____ SSN: ____-____-____ SSN: ____-____-____

Date of birth: ____/____/____ Date of birth: ____/____/____ Date of birth: ____/____/____