



The New Union Contract is Ratified!

— 94% of Voters Say YES !!! —

February 28, 2022

The main Collective Bargaining Agreement (union contract) between the APWU and the USPS has been overwhelmingly ratified by the members. The contract was signed by APWU President Mark Dimondstein and Postmaster General Louis DeJoy on February 28, 2022.

Ninety-Four percent (94%) of the members who voted, voted "Yes!" in favor of ratification. The vote tally was 36,632 votes for ratification and 2,290 against.

"I am ecstatic that the membership recognized the solid gains that this Agreement provides to the 165,000 APWU members from all crafts," President and lead negotiator Mark Dimondstein stated. "Every member should be very proud of this huge accomplishment. Our power at the bargaining table begins with each of you, the foundation of our union."

Director of Industrial Relations and chief spokesperson, Vance Zimmerman said, "I am proud of this Agreement and am happy that the membership recognized the hard work of the National Negotiating Committee, the other officers who helped with the negotiations, and the diligent work of our support staff to make this contract a reality." He continued, "Now the work of implementation begins in earnest."

In addition to the lead negotiator and chief spokesperson, the NCC consisted of Clerk Craft Director Lamont Brooks, Motor Vehicle Director Mike Foster, Maintenance Director Idowu Balogun, Support Services Director Steve Brooks, Executive Vice President Debby Szeredy and Secretary-Treasurer Elizabeth "Liz" Powell.

The tentative contract agreement was reached on December 9, 2021 with unani-

mous approval of the National Negotiating Committee. It was then unanimously approved by the Rank & File Bargaining Advisory Committee to be sent to the members for a ratification vote. The vote ratification process was coordinated by APWU Secretary-Treasurer Powell and administered by the American Arbitration Association (AAA.) A sub-committee of the Rank & File Bargaining Advisory Committee consisting of Peggy Whitney, Sandra Munoz, Scott Hoffman, Nicole Burnett and Stacy Brown was on site monitoring the entire vote count, which took place from February 23 – February 28.

Now that we have a new contract, one of the first items to be dealt with are the pay raises due to employees. These

include the first general wage increase of 1.3% for career employees (2.3% for PSEs), effective November 21, 2021; the \$1,310 per year COLA increase due to career employees, effective February 26, 2022; and the additional 50 cents per hour increase for PSEs effective on April 9, 2022.

APWU-represented bargaining unit employees in the IT/AS sector will soon begin programming the payroll system that is required to make these pay changes. Once programming is completed, retroactive payments will be made to the affected employees, with the dates of these payments to be announced. Please check apwu.org for updated information on retroactive payments

Additionally, the parties are in the

process of finalizing a print version of the Collective Bargaining Agreement as well as updating the Joint Contract Interpretation Manual

"I congratulate the members on this agreement which will provide wage increases, COLAs, job security, improved PTF rights and even more career opportunities for the non-career workforce," Director Zimmerman said.

President Dimondstein concluded by saying, "We should never forget that our Collective Bargaining rights were won through the courage of our forefathers and foremothers in the historic 1970 wildcat strike. The lives of literally millions of postal workers and our families have been changed for the better over the last fifty years."



by
Michael
Mize

NEED A STEWARD

Several times the last month or so I have been contacted by members with a problem. Their problem, I can't reach my steward. They often haven't asked for a steward. In some cases, they have asked and then Management has told them that they must find their own steward. Sometimes Management has told them they can call the steward on lunch.

During the last meeting the MPWU had with District Management we ad-

ressed this issue. We have made it clear that District Management needs to instruct the Postmasters on their responsibility. I hope that messaging has been sent out and that they have read it.

To be clear on this issue, if you need a steward, you need to ask your Postmaster or Supervisor to provide you a steward. It is then Management's responsibility to find you a steward. If they do not know who your steward is then they should contact higher management to figure that out. Due to the issues, I have seen I recommend that you ask with a witness or in an email so there is proof that you have requested one.

If Management, then fails to get you a steward please refer to the web page and contact a Union official. At this point there will be a grievance for failure to provide a steward in addition to the issue you had to begin with.

Feel free to take this page and article to show your Postmaster what they are required to do, if they have a problem with that then I suggest they seek advice from higher Management before further action is necessary.

DON'T LIKE THE ORDER

We continue to see a rise in dis-



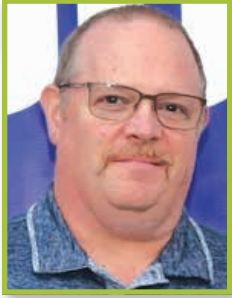
cipline across the State. One of the problems that we see all too often is someone being disciplined for failure to follow instructions. We understand that many times the orders we receive are poor. I would in some cases that we know the order is stupid. What I can tell you is follow the poor order, turn your head, grin, and follow the stupid order. Please, do not let the lack of knowledge of the Management team cause you to

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by
John
Greathouse

EDITOR

Step Up And Join The Fight!

Greetings Brothers and Sisters,
There has been so much going on that has resulted in this edition being delayed not once but twice!

POSTAL LEGISLATION IN CONGRESS

There was a Postal Reform bill that was passed by the House and sent to the Senate.

This sounds great except for one thing . . . It seems that someone in the House put in the language that was changed prior to passing and sent it to the Senate. This is a simple fix if, you knew that was going to be an if, if all members of the Senate agree with the change. There was one hold out! A very popular Senator from Florida voted NO!

The bill is getting sent back to the house for the changes and then voted on again and then it can be sent back to the Senate for a vote. This should happen in the first week of March and back into the Senate for a vote shortly after.

NEW COLLECTIVE BARGAINING AGREEMENT

We held off for the final vote for the new CBA! Which did pass with a very high percentage of votes . . . That is until you look at the actual numbers! Out of 165,000 active members, 38,900 voted! That's 23% folks!

We as a Union need to engage our member to be more active! With 77% of

our member not even taking the time to vote. This cannot continue or we will be in bigger trouble that we are now!
Step up and join in the fight!

THE BIGGER FIGHT!

Over the past week, the news is only talking Ukraine.

Russia, under the leadership of Vlad Putin invaded Ukraine with a totally fabricated reason that he pulled out of his . . . You know! And it seems that the might Russian Army has a small prob-



lem, logistic! They are running out of fuel! But that little issue is not stopping them from shooting rockets in the civil-

ian home and injuring and killing many!
War Crimes are being investigated by the Hauge and I look forward to Putin and some of his underlings being brought up on charges in the World Court!

HERE AT HOME

Stay safe my friend, hug your family and friend and remember that life is fragile and to enjoy each and every moment!

In Solidarity!

— Troubles —

continued from page 1

be in ant trouble or give you stress. Just follow the order and let them make the mistake. Do not argue with them. If the order given is an unsafe act or a violation of law, you have a valid reason to disobey it. If the order is a violation of the contract, follow it and request a steward. Let us fight with Management over these issues, that is what we are here for.

The fact is, its just not worth receiving a letter of warning or worse when they want you to sort post and you know the letters should be done first. Follow that order and then grin when they have problems later because of their poor Management skills.

INTERVIEW OR DISCIPLINE

If you are being asked to come in the office for an interview, you need a steward. If they say anything about the results of this could or may lead to disciplinary action, you need a steward. Once you request a steward the interview should immediately stop. If they say you don't need a steward for this, yes you do! If they issue you any kind of discipline you need a steward. Discipline is serious, take every and any of it serious get Union assistance! Discipline must be done in a specific way, Management often makes mistakes, the Union can help you. YOU MUST REQUEST OUR ASSISTANCE!!!

POSTAL REFORM

Hopefully, by the time you receive this paper the reform bill has been passed in the Senate. The Postal Service provides a valuable service to this country. Our service provides a stability across the Nation. A stability that it is about time was recognized by all in Congress. If for some reason this legislation has not been passed at the time you receive this then I must request that each of you contact your Legislators to ask them to pass this Bill. The national APWU webpage has links available to make it easier to contact the legislators. We as a country cannot afford to allow previous poor legislation to destroy this National Treasure (United States Postal Service)! In Unity.

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If you know of someone that would be willing to fill this position and represent our membership, please contact President Mize.

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Trustee #2.....Vacant
Trustee #3.....Teresa Williams
MPWU Auxiliary President.....Vacant
MPWU Historian.....Vacant
MPWU Advisor.....Vacant

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:

Battle Creek	Jackson
Central MI	Ludington
Cheboygan	Muskegon
Detroit District	Roger City
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	

The MICHIGAN MESSENGER is published six times yearly, and is the official publication of the Michigan Postal Workers Union, American Postal Workers Union, AFL-CIO, also affiliated with the APWU Postal Press Association.

The opinions expressed in this publication are those of the writer and not necessarily those of the Editor, the MPWU, the APWU or the Postal Press. Articles and correspondence to the Editor may be sent to MPWU - Michigan Messenger, John Greathouse - Editor, PO Box 27303, Lansing, MI 48909-7303. Articles must be signed to be printed (your name may be withheld upon request). Articles may be edited to fit the confines of this publication.

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



MPWU 27th Biennial Convention

Constitutional, Retiree, & Auxiliary Convention

May 19 – 21, 2022

Doubletree by Hilton Hotel & Conference Center Grand Rapids, Michigan

CONVENTION CALL

The 27th Biennial Convention of the Michigan Postal Workers Union will convene on May 19, 2022 at 9:30 a.m. at the Doubletree by Hilton (Grand Rapids Airport), Grand Rapids, Michigan and will adjourn at the conclusion of business on May 21, 2022.

COSTS

Hotel: \$130.00 (plus applicable taxes) Doubletree by Hilton; 4747 28th Street SE; Grand Rapids, MI 49512; Phone: (616) 957-0100. Be sure to tell/mention to reservations that you are with the MPWU and **Group Code: PST** to receive the proper room rate.

Registration: \$100.00 per delegate (submitted prior to **May 1, 2022**) (after May 1 registration goes to \$125.00)

➔ Resolutions need to be submitted to and received by Executive Secretary Michael Long by April 1, 2022. Resolutions need to be signed by both the President and Secretary of the local submitting (hard copy) along with a copy on digital media (e.g. Flash Drive or e-mail). A template for resolutions is available on the website.

➔ A list of all delegates attending the convention need to be submitted to Secretary-Treasurer Darren Joyce by April 1, 2022.

Article 7 of the MPWU Constitution states: "Time of the Convention and Election of Officers"

Section 1. The Michigan Postal Workers Union, AFL-CIO shall convene the same year as the National Convention of the American Postal Workers Union, AFL-CIO, on any Thursday, Friday, and Saturday in April or May. In any week except that which precedes Easter Sunday.

Section 2. It shall be the sole responsibility of the State Union to plan and expedite the proceedings of the Convention, including suitable and ample accommodations for delegates. It shall further be the responsibility of the State President to appoint two (2) members of the Michigan Postal Workers Union, AFL-CIO, and the President of the State Convention Committee to work with any Local who represents the Convention location as voted under Article 7, Section 5. The financial re-

sponsibility of the State Convention shall be solely that of the Michigan Postal Workers Union, AFL-CIO. All contracts with hotels will be reviewed by the President, Executive Secretary, Secretary-Treasurer and Director of Research and Education prior to signing or agreeing to any contract.

Section 3. The Convention shall convene at 9:30 a.m. on the first day and recess at 11:30 a.m., immediately after the committee assignments and reconvene at 3:00 p.m. This time is to be utilized for official use by the committees. The Convention shall remain in session until completed.

Section 4. Nominations for all candidates for all elected offices of the MPWU shall be the last order of business on Friday of the Convention. A member, in good standing not at the Convention, can provide a written nomination for themselves for any elected office of the MPWU, which will serve as their acceptance. All written nominations must be received by the MPWU Executive Secretary via US Mail, faxed, e-mailed, or hand delivered by the close of nominations for the elective office of the MPWU Convention. No candidate shall be allowed to run for more than one (1) office, except a person running for a Craft Director position, may run also for Area Director of his/her area. Any nominee must accept or decline a nomination for office, prior to the closing of nominations for that office. Convention Delegates, as well as the Convention City, shall take place in conjunction with Executive Board/Officers nominations. Saturday, from 10:00 a.m. until 1:00 p.m., shall be reserved exclusively for the purpose of caucuses.

Section 5. The election of Officers will take place at 1:00 p.m. on Saturday of the Convention. President, Secretary-Treasurer, Executive Secretary, Director of Education, Human Relations/Compensation Director, Legislative Director, Editor, Three (3) Craft Directors, Area Directors, Veterans Director, Convention Delegates, plus Convention City, will be elected at this time, by secret ballot.

Section 6.

(A). The three (3) Craft Directors shall be elected by secret ballot in accordance with Section 5 above, but Craft Directors shall be elected from delegates from their Craft only.

(B). Area Directors shall be elected by secret ballot from delegates, present from their Area only. If a Craft or Area Director is not represented by at least one delegate to the Convention,

or if there are no candidates from a specific Craft or Area, for the position of Area Director candidates will be accepted from other Areas or dues-paying retirees if there are none from the Area for the position (elected by the delegates from the Area), if there remains a need for the position of Area Director after this or Craft Director then the President shall appoint a member of that Craft or Area to that position, with the advice and consent of a majority of the Executive Board.

(C). If after three (3) ballots have been cast a tie exists, a toss of a coin will break the tie.

Section 7. All terms of office shall be from the date of the certification by Election Committee, until the conclusions of elections, at the next scheduled MPWU State Convention.

Section 8. Any retired member, who is paying full dues to their Local Union, may hold office in this Union. Any retired member who retires from State Office, can at the discretion of the President, be used in an advisory capacity.

Section 9. The MPWU constitution committee shall consist of (1) one local president (or designee) from each active chartered local in the MPWU.

Additionally, Article 9 (Representation):

Section 1: Each Local Union or

Area local affiliated with the MPWU shall be entitled to representation in the State Convention on the following basis: All locals shall receive one delegate for each twenty (20) members or any portion thereof. To be computed on the basis of the previous twenty-four (24) month's average paid membership. In addition, no Local may pay more than three (3) months back dues at one time, prior to the State Convention.

Section 2. Credit for Locals making per capita payments, shall be given on the basis of the average number of members upon who per capita payments were made in the twenty-four (24) months, from the 1st of march to the last day of February, preceding the Convention.

Section 5. The Convention can, at its pleasure give Members-at-Large in attendance, one (1) vote provided not more than three (3) attend the Convention. If more than three (3) attend, the Chairperson of the Convention, shall appropriate one (1) vote to every three (3) Members-at-Large.

Section 6. No Local shall be represented by proxy. A delegate must be a member in good standing of the Local which he/she represents and must not be an employee in any office except one in which his/her Local or Area local has jurisdiction.

— Disclaimer —

By registering for and attending the Michigan Postal Workers Union State Convention (Michigan State Convention), I agree to abide by all health and safety guidelines and recommendations promulgated by federal, state, and local government agencies, and the event venue. This includes, but is not limited to, submitting to restrictions set in place during the Michigan State Convention that may consist of wearing a mask when required and engaging in appropriate physical distancing. I further agree that I will not attend the Michigan State Convention in person if I become ill, am exposed to the COVID-19 within 5 days prior to the event, or exhibit any symptoms of COVID-19, 5 days prior to the event. I understand that contracting COVID-19 could result in serious medical symptoms requiring medical treatment in a hospital or could possibly lead to death. I further understand that no actions by the Michigan Postal Workers Union will guarantee that I will not contract COVID-19. On behalf of myself and my heirs, successors, and assigns, by attending the Michigan State Convention, I assume all risks related to COVID-19.

Attendee

Date

VETERANS' DIRECTOR



by
John P.
Smeekens

Veterans' Affairs

COFFEE WITH VETERANS'

The weather might be chilly, but you can have coffee with veterans on ...

The 1st Wed of the month at **Gaylord** Regional Airport at 0900.

The 1st Thursday of the month at **Roscommon** Co. Blodgett Airport Houghton Lake at 0900.

The 1st and 3rd Thursday of the month at Westminster Presbyterian Church in **Harrisville** at 0900.

The 2nd Thursday of the month at American Legion Post 106 in **Grayling** at 1000.

The 3rd Wednesday of the month at **Gaylord** Elks (well, Lunch) at 1200.

The 4th Wednesday of the month at VFW Post 450 in **Cheboygan** at 0900.

The 4th Thursday of the month at "Art in the Loft" in **Alpena** County at 0900.

VA APP STORE

Refill and track prescriptions, ask a pharmacy question, receive appointment reminders, or learn mindfulness to reduce stress — download a variety of free apps through VA's app store.

HOME DEPOT DISCOUNT

If you're seeking the 10 percent military discount at The Home Depot, be prepared for a new policy. The national home improvement retailer has expanded its year-round discount to all veterans — potentially 16 million more veterans plus spouses — and the company has also tightened up its verification process for that discount. The military discount program is now open

year-round to all veterans with other-than-dishonorable discharges. Previously, only currently serving members, retirees, service-connected disabled veterans and their dependents with ID cards could use it year-round. Other veterans could only use it around certain holidays. To get the discount, those eligible must **create an account** and verify their eligibility through Sheer ID, in a simple process that takes about five minutes. Once you're verified, to use the discount online, you'll log in to your Home Depot account on **HomeDepot.com**, and the military discount will be automatically applied to eligible items during checkout. To use in store, you can download the Home Depot mobile app, and navigate to the military discount page. Scan the QR code during your transaction, and the discount will be applied to eligible items during checkout. You can also log in to your Home Depot account on **HomeDepot.com** on your mobile device and scan the QR code from there. The QR codes are updated regularly for security reasons.

NEW TAX DEDUCTIONS FOR DAV's

Gov. Gretchen Whitmer recently signed Senate Bill 25 to expand income tax deductions to disabled veterans.

The law allows disabled veterans to deduct taxable income attributed to cancellation or forgiveness of a student loan pursuant to the U.S. Department of Education's Total and Permanent Disability Discharge Program. Under this bill, disabled veterans can deduct income attributed to the forgiveness of a student loan for the 2016 to 2019 tax years and going forward beginning in 2025. "Our na-

tion's disabled veterans have served our country with honor and dignity, and this bill helps alleviate some of their financial burdens," said Whitmer. "I am proud to sign Senate Bill 25 to recognize the sacrifices made by our veterans and their families and help make their lives easier."

Read more about Senate Bill 25 on **Michigan.gov**.

NO FREE COVID TEST KITS FROM THE VA

Veterans Affairs officials won't be mailing out at home **coronavirus** kits as demand for the tests sky-

cently, for its final transit to a ship-breaking facility in Texas.

Kitty Hawk served for 48 years before it was decommissioned in 2009, earning the nickname "**Shitty Kitty**" among some crew members assigned to its aged, non-nuclear-powered hull. It sat at Puget Sound Naval Shipyard since retirement and was moved into dry dock for a time early last year to remove marine growth from the hull before it began its trip south.

Kitty Hawk was reportedly sold to the Texas ship-breaking company for a cent and will have to go all the

The Ex-USS Kitty Hawk Came Out Of The Fog On Her Final Voyage!



BREMERTON, WA, UNITED STATES, 01.15.2022. Photo by Petty Officer 1st Class Heather Wamsley, Navy Public Affairs Support Element, Det. Northwest

rockets across America, but they are reminding veterans that department medical facilities can offer free in-person tests in many circumstances. Department leaders recently acknowledged that requests for COVID-19 tests have risen significantly in recent weeks as the **Omicron variant of the virus** has swept across the globe. In a statement, VA officials said that they are "managing the demand for testing and will continue to provide high quality testing services for veterans."

V.A. AND COVID TESTS KITS???

A recent report has a group of U.S. senators pushing the VA to start providing at-home COVID testing kits to veterans for free, saying that individuals facing long commutes to medical centers or significant health complications may have no other way to check for the virus. Those who have served our country in uniform and receive healthcare services at VA deserve to have equal access to no-cost, at-home COVID-19 testing, just as those in the private sector, the lawmakers wrote in a letter to VA Secretary Denis McDonough.

BYE KITTY

Kitty Hawk, the last oil-fired Navy aircraft carrier, departed Naval Base Kitsap-Bremerton, Washington re-

way down to the tip of South America and back up because it is too big to get through the Panama Canal.

GOLD STAR FAMILY DAY

America recognizes troops' time in service each November on **Veterans Day**, but now a bipartisan group of senators wants to set aside a day for **Gold Star families** each September to better honor their sacrifices. Recently, lawmakers introduced the new Gold Star Families Day Act, which would make the last Monday in September — just about six weeks before Veterans Day — a federal holiday to recognize families who have lost a loved one while serving in the military. "For the countless American families spanning generations who have given and sacrificed so much to defend our nation and protect our freedoms and way of life, our country is eternally grateful," said Sen. Joni Ernst, R-Iowa and an Army National Guard veteran. Ernst and Sen. Elizabeth Warren, D-Mass., are leading the effort, which would establish a 12th federal holiday in honor of the families. Veterans Day (Nov. 11) and Memorial Day (the last Monday in May) are among the 11 existing ones. In a statement, Warren said the move is needed "to honor and respect the painful sacrifice that continually lives with the families of our fallen heroes."

Convention Disclaimer And Safety

We have the Convention disclaimer in the paper. If you are attending the MPWU Convention in May the disclaimer must be signed prior to registration or at registration. While the numbers of COVID cases currently seem to be headed down there is no way to predict the future COVID situation or protocols. That means we must stay fluid and willing to adjust if necessary.

We encourage all those that can be vaccinated to be vaccinated. We encourage those that can wear a mask to wear one when social distancing is not possible. The MPWU will have items available to promote safe behavior. We also encourage everyone to bring masks or any other item that you may want or need if the rules were to require adjustments at the event. We have lived this for the last 2 years, we are leaders, come prepared. We ask that everyone come have a great Convention and respect their Brothers and Sisters. We know that with proper precautions, respect, and common sense we can all go home safe after a successful event.

We are asking that we as an APWU family do the right thing for ourselves and our family. Stand for and protect one another.



by
Paul
Browning

RETIREE PRESIDENT

Retirees Corner

NOT QUITE YET . . .

The old saying goes "There's two things you don't want to see made—the law and sausage". It was never more true in the former when it comes to passage of (a) the Postal Reform Act. After ten years of the most recent Postal Reform Legislative attempts, a bill passed in the House of Representatives by a vote 342 in favor to 92 against. Truly bipartisan with a lot of Republicans obviously in favor. The bill went to Senate where 14 Republicans had already signed on as sponsors. Again, bipartisan!

Unfortunately, a minor language error was made in the bill when it was given from the House to the Senate. Hence this error (which seemingly had nothing much to do with anything) made the original House bill slightly different than the bill the Senate received. The House was notified and almost immediately sent to the Senate the corrected language bill. Here's the sausage part—said technical language error correction in the second version had to be accepted by EVERY member of the Senate before the bill could be voted on. Florida Senator Rick Scott (a lapdog of Kentucky Senator Mitch McConnell whose state contains the UPS controlling central distribution hub in Louisville) objected and Bam! The bill could not be voted on by a simple majority for passage. Michigan's own, Senator Gary Peters, delivered a blistering rebuke to Scott but it sure wasn't about to change Scott's mind, he had his marching orders.

Of course, the Senate has now gone into recess until March. Senate Majority Leader Schumer has vowed to bring the bipartisan bill up for majority vote passage when the Senate reconvenes and barring any more orchestrated shenanigans or chicanery by a Senator owing fealty to some big contributor lobbyist, it should pass. Perhaps as you read this the bill's fate has been decided.

What's in the bill? Well, here's the sausage again. Everyone wanted something and no one wanted to give up anything. Year's worth of compromises and tradeoffs from previous efforts at postal reform hit the table again. Essentially, this is the result:

- The USPS pre-funding of retiree health care benefits 75 years into the future obligation is no longer in effect and the system funding will be returned to the normal yearly funding. Billions of dollars in past debt (which caused most of that often-quoted Postal yearly operating loss) is forgiven. All that money that the U.S. Treasury said the Post Office owed for decades into the future is wiped out.

- Medicare Integration for Postal

Retirees will go into effect January 1, 2025. All current postal employees who retire after that date will be required to enroll in Medicare Parts A and B. Retirees can still keep their Federal Retiree Health Benefit (FEHB) Plan enrollment, speaking of which . . .

- The current FEHB for postal retirees will be changed to a Postal Employee Health Benefit (PEHB) Plan that postal retiree can join as their secondary insurance. The PEHB will still be part of FEHB but it's the Health Benefit plan that postal retirees must join, will be comprised of postal retirees only for the premium and risk pool. Postal retirees who are Veterans receiving health care as part of their Military service benefits will continue with the same coverage. Nothing will change for current postal retirees Medicare obligation. If you are retired and chose to not enroll in Medicare Part B, you are still under NO obligation to enroll in Part B. However, if you retired without enrolling in Part B at age 65 and now want to enroll in it, you can do so without paying any financial penalty.

- 6-day delivery will be mandated by law.

- There will be more a legal obligation for more Postal transparency as USPS will be required to file reports of on time delivery and meeting operational standards.

Whew, if you're confused, so am I. With the Postal Reform Act becoming effective in 2025, I'm sure we will be receiving a lot more information from the National APWU. And naturally, all these 10 years in the making compromises could be undone by a single Congress passing another stupid law like the 2006 Postal Accountability and Enhancement Act which started the whole mess.

POSTAL UNIONS & THE POSTMASTER GENERAL

APWU President Mark Dimondstein continues to dance with the Devil in PMG DeJoy. At the bargaining table Dimondstein was able to successfully negotiate a new contract, one that certainly will be voted up for approval by the membership despite rumblings of discontent from members in the field. As I'm retired, I defer any judgement on the good/bad benefits of the agreement to those covered by it. But Contract aside, there are still plenty of reasons DeJoy is viewed with outright enmity from activists at the Local level.

As I have written previously, DeJoy's apparent multi-million-dollar links and postal contracts with his past trucking business have raised the specter of conflicts of interest with many postal workers, pro-postal Grand Alliance Community groups, and even members of Congress. The

slowdown of mail as surface (trucking) transportation replaces air transportation and mail processing operations continue to be consolidated, has angered workers who experience massive jobs disruption and displacement hardships. The many Americans who rely on timely mail delivery are further deeply upset about the downgrading of delivery standards. DeJoy is also regarded with suspicion concerning privatization as he uses typical private business speak with phrases such as "unachievable hurdles", "aligning to the new economy", and "better operational management" while obviously ignoring that the U.S. Postal Service is not a business but indeed a SERVICE to the American public.

APWU's Dimondstein is not alone in his slow walk the line moves with DeJoy. Leaders of the National Letter Carriers Association, the Mailhandlers Union, the National Rural Letter Carriers Association have all offered support for many of DeJoy's plans with at best some begrudging criticism. Apparently, DeJoy is holding the Postal Unions leader's hostage through his support with Republican legislators of the Postal Reform Act. Translation—DeJoy tells the Unions stay off my case and I'll back the bill with my friends in Congress. Again, cutting a deal with the Devil.

For months now, APWU'S Dimondstein has referred to a DeJoy proposed 10-year plan as "The Good, the Bad, and, the Ugly". 1 out of 3 does not sound very promising for postal workers. Even retirees would not be exempt from negative ramifications of benefits if USPS continues its downhill slide. Our pensions and benefits rely upon a healthy Postal Service. Look at how many public and private entities have cut pension and health care benefits when in financial trouble. If you think it can't happen to you because you are legally obligated by law to all that, well, law is the key word. All it takes is a new law to change (cut) what you have now. Think it can't happen? Just google the Windfall Profits Elimination, the Government Pension Offset, and the FERS COLA vs. the CSRS COLA.

The only reason Postal Unions exist — the Unions that negotiate pay and benefits — is because of an illegal strike by postal workers in 1970. The strike caused Congress to pass a law giving postal workers to form Unions with the power to collective bargain for wages and working conditions. If you think Congress couldn't pass another law to weaken that ability or change the law that created our retirement benefits, then I have a bridge in Brooklyn I want to sell you.

OFFICE OF PERSONNEL MANAGEMENT

OPM announced at the end of Jan-

uary that the monthly average time to process a retirement application was 94 days. While new retirees will continue to receive an estimated annuity, it will take approximately three months until their annuity is calculated accurately. If you're experiencing difficulties with OPM the phone number to call is 888-767-6738. Mondays and Fridays are not good days to call. Best thing to do is call, put your phone on speaker, set it down and find something to do as you wait. But do be concise, accurate, and ready with your questions or any information OPM may need from you.

AGE KEEPS ON COMING

Brother Dave Campbell, long time APWU activist and former President of the 480-81 Area Local Chapter passed away on November 2, 2021. Raspy voiced Dave was either an old codger or a mere 71 years old at the time depending on your viewpoint. He is a man I will personally miss at State and National Retiree functions. I could count on Dave to know a place to go burn one. The State Retiree Chapter has purchased a Memorial Tree planted in Dave's honor.

During my almost ten years as a State Retiree Chapter officer, I have seen the passing of State and Local Retiree Chapter officers Al LaBrecque, Gary Van Hoogstraten, Charlie Kolhoff, and Dave Campbell. Other slowed down by age to retiring from various Chapter officer positions include Lynn Charles Walker, Patty Miller, Al Fouche, John Canfield. All donated countless unpaid hours of their time to further the cause of APWU Retirees. Mr. Never Give Up George Hendricks, President of the Western Michigan Area Local Retiree Chapter, continues to soldier on at the age of 90. We thank George for his continued involvement but it's time for others to step up.

Speaking of others, I do thank Jane Duggan, Joanna Atkinson, Deb Gorney, Teresa Williams, Yvonne Tatum, Tom Gillespie, and of course the current President of the 480-81 Chapter Joe Gordon. It seems like Joe has been around working for retirees since the last millennium. Anyone who has come to a Retiree Educational seminar is familiar with Joe. Before his time as an instructor, Joe spent decades as an active member of his Local. Retirees in Michigan and throughout the country owe a debt of gratitude to the men and women who could have just blown off any responsibility for their former co-workers but instead chose to think of others and continue to fight on for the American Postal Workers Union. Without APWU, most of us wouldn't even be retired!

continued on page 7

Obvious Lies Are Not News

by Leo F. Persails, Retired, APWU Central Regional Coordinator

Network news is a powerful outlet to the American public. It can plant seeds of all kinds in the minds of those citizens watching, because it is the source of news facts for millions. Most Americans have, and watch, their favorite newscaster and station. That newscaster is not only their favorite, he or she is chosen because they are trusted to tell the truth. Perhaps it's not just one particular newscaster, but a favorite news app that is opened at the beginning of each day and is believed to be a trusted news source. The Network News for DECADES has been based on truth, and it had always researched facts and falsehoods BEFORE it was reported nationwide. In years past, dedicated newscasters would NEVER report lies as news. In fact, the network would NEVER let obvious lies even reach their desks for consideration. WHAT HAPPENED in the last 5 or 6 years?

Today, lies are not only reported as part of the daily news report, they are reported repeatedly. History has recorded that Hitler and his propagan-

da minister, Goebbels, maintained that telling the same lie often enough would result in it being believed. If you add the fact that it's repeated on non propaganda, and believed unbiased National Networks, we are repeating history, but on a more dangerous scale. It's more dangerous because the reporting comes from an unbiased appearing source, as opposed to Hitler's propaganda machine.

Many may ask, "Why would any network knowingly permit lies to be reported with factual news?" I would think the first question should be, IS IT REALLY HAPPENING? There could be several reasons why. Networks are a business, and an expensive one, they usually cost billions to purchase. Birds of a feather usually flock together, and billionaires also have billions in common. There is also the need for networks to remain profitable, and ALL of their income arrives from commercials. If networks alienate companies by refusing to broadcast from certain sources for any reason, they may lose large commercial accounts. They may even reason that the lies are obvious, to try and justify it. Regardless, lies

have been reported as regular news FOR THE LAST 5 OR 6 YEARS. The main lie of today challenges the will of the American people and their votes. That obvious lie has been repeated so many times, some say they do believe it.

The main problem caused by reporting obvious lies with news items, is that it is broadcast and heard by millions of viewers without rebuttal. There is no way to respond timely, before the damage has been done. I have presented over 500 arbitration cases on behalf of APWU members. I would have loved to be the only one permitted to present an issue with the other side having no chance to respond. The down side to that would be if the other side was the only one allowed to present. If they lie without rebuttal, you have the same issue as the news media today.

WHY, WHY, WHY, have we heard repeatedly on the news that the last election results were cheated? The courts and repeated recounts have proven that is a LIE, yet it is repeated on all the networks EVERY TIME that lie is told. Repeat the same lie often

enough and people will believe it. Everyone may accept and expect certain candidates to lie, but we don't expect the networks to report it as news, over and over.

OBVIOUS LIES ARE NOT NEWS, AND AMERICA NEEDS IT'S NETWORKS TO RETURN TO REQUIRING FACTS AND TRUTH BEFORE OUR DEMOCRACY IS PERMANENTLY DAMAGED.

The problem is also found in Old Glory our flag. Tens of thousands have given their lives throughout history to protect what it stands for. The Pledge of Allegiance beats in the heart of EVERY American, but too many Americans don't even realize how they are desecrating Old Glory when they fly Old Glory with political and personal arguments engraved in it's soul. The network news has also been showing views of Old Glory in brutal, deformed standards.

It's bad enough that our Democracy is being attacked from within, but our news media makes those lies look like news. It's time everyone took the news media with a grain of salt. God Bless America and the truth about it.

Vote NO! The Membership Has Earned More And Deserves Better



by John L. Marcotte

Upon review of the proposed 2021 contract, I find it is severely lacking in any gains and if you consider inflation, this proposed contract is a large net loss of spending power for our membership over the life of this contract. Considering this offering from the negotiating team is in an environment of record low unemployment rates and the highest rise in worker's wages in recent memory, the 2021 APWU proposed contract is an insult to career members who have given up so much over recent contracts and to the PSEs who continue to be relegated to third-class status with the hope of only becoming a second-class

career employee down the road. Please see the below spread sheet which shows the impact of the 2021 proposed contract on our members if this contract is approved through January 2023.

The table above assumes inflation continuing at the same rate as it has been over the last six months and reflects the raises and COLAs in the proposed contract. These calculations do not reflect the large losses our membership has suffered in spending power to inflation over the previous APWU contract. As you can see in the above table, the APWU Cost of Living increases in Article 9 do not come close to covering members spending power lost to actual inflation. 1.3% pay raises did not and will not make up for the predicted inflation going forward.

Our members deserve better. VOTE NO!

APWU Categories	Level 4 step 0	Level 5 Step 0	Level 6 Step 0	PSE Lvl 5	PSE Lvl 6
Salary 9/20/21	\$63,921.00	\$64,994.00	\$66,151.00		
Salary 9/20/21 Hourly	\$30.73	\$31.25	\$31.80	\$17.62	\$18.69
11/20/2021 1.3% Salary Increase in Decimal	0.013	0.013	0.013	0.013	0.013
11/20/21 1.3% Salary Increase in Dollars	\$0.40	\$0.41	\$0.41	\$0.23	\$0.24
Member Pay after 9/20/21 Pay Raise	\$ 31.1308	\$ 31.6533	\$ 32.2168	\$ 17.8491	\$ 18.9330
1/22 Cola Adjustment Article 9 Sec 3	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
\$0.50 per hr. bonus if contract ratified (only PSE)	\$0.000	\$0.000	\$0.000	\$0.500	\$0.500
1% extra Raise for effected employees (PSE only)	\$0.000	\$0.000	\$0.000	\$0.176	\$0.187
Total pay increase	\$1.030	\$1.036	\$1.043	\$0.905	\$0.930
Mbrs Hourly Pay After 1/22 COLA Adjustment	\$31.76	\$32.28	\$32.85	\$18.525	\$19.620
BLS.gov CPI Inflation Calc 9/21-1/22 (2.49%)	-0.0249	-0.0249	-0.0249	-0.0249	-0.0249
Mbrs Purchasing Power lost in Dollars 9/21-1/22	-0.79	-0.80	-0.82	-0.46	-0.49
Mbrs Purchasing power gained w/proposed contract 9/21-1/22 per hr	0.24	0.23	0.24	0.44	0.44
Mbrs Hourly Pay After 1/22 COLA Adjustment	\$ 31.76	\$ 32.28	\$ 32.85	\$18.525	\$19.620
July 2022 COLA Adj (assuming same CPI increase as July21-Jan22 CPI)	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Member Pay After 7/22 COLA assuming last 6 mos inflation rate	\$32.39	\$32.91	\$33.48	\$18.525	\$19.620
Mbrs purchasing pwr lost (3.75%)(BLS.gov CPI Inflation Calc)	-1.21	-1.23	-1.23	-0.69	-0.74
Mbrs Purchasing power lost with proposed contract 1/22-7/22 (per hr)	-0.58	-0.60	-0.60	-0.51	-0.54
TTL Mbrs Purchasing power lost with proposed contract 9/21-7/22 (per hr)	-0.35	-0.37	-0.36	-0.07	-0.10
Member Pay After 7/22 COLA assuming last 6 mos inflation rate	\$32.39	\$32.91	\$33.48	\$18.525	\$19.620
11/19/2022 1.3% Salary Increase in dollars	0.42	0.43	0.44	0.24	0.26
1% extra Raise for effected employees (PSE only)				\$0.185	\$0.196
Member Pay 11/19/22	\$32.81	\$33.34	\$33.91	\$18.951	\$20.071
1/23 COLA Adjustment (assuming CPI as (7/21-1/22)	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Member pay after 1/23 COLA	\$33.44	\$33.97	\$34.54	\$18.95	\$20.07
Mbrs purchasing pwr lost Jul22-Jan 23 inflation (3.75%)(BLS.gov inflation calc)	-1.25	-1.27	-1.30	-0.71	-0.75
Mbrs Purchasing power lost 7/22-1/23 (per hr)	-0.20	-0.22	-0.23	-0.47	-0.50
TTL Mbrs Purchasing power lost with proposed contract 9/21-1/23 (per hr)	-0.55	-0.59	-0.59	-0.54	-0.60
Mbrs Hourly Pay After 1/23 COLA increase	\$33.440	\$33.970	\$34.540	\$18.950	\$20.070
7/23 COLA Adjustment (assuming CPI as (7/21-1/22)	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Member Pay After 7/23 COLA assuming last 6 mos inflation rate	\$34.070	\$34.600	\$35.170	\$18.950	\$20.070
Mbrs purchasing pwr lost (3.75%)(BLS.gov CPI Inflation Calc)	-\$1.28	-\$1.30	-\$1.32	-\$0.71	-\$0.75
Mbrs Purchasing power lost with proposed contract 1/23-7/23 (per hr)	-\$0.65	-\$0.67	-\$0.69	-\$0.71	-\$0.75
TTL Mbrs Purchasing power lost with proposed contract 9/21-7/23 (per hr)	-\$1.20	-\$1.26	-\$1.28	-\$1.25	-\$1.35
Member Pay After 7/23 COLA assuming last 6 mos inflation rate	\$34.070	\$34.600	\$35.170	\$18.950	\$20.070
11/18/2023 1.3% Salary Increase in dollars	\$0.443	\$0.450	\$0.457	\$0.246	\$0.261
1% extra Raise for effected employees (PSE only)				\$0.190	\$0.201
Member pay after 11/18/2023 pay raise	\$34.513	\$35.050	\$35.627	\$19.386	\$20.532
Member Jan 2024 COLA increase assuming CPI as 7/21-1/22	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Mbrs pay after Jan 2024 COLA increase	\$35.143	\$35.680	\$36.257	\$19.386	\$20.532
Mbrs purchasing pwr lost Jul23-Jan 24 inflation (3.75%)(BLS.gov inflation calc)	-1.29	-1.31	-1.34	-0.73	-0.77
mbrs purchasing pwr lost 7/23-1/24	-0.22	-0.23	-0.25	-0.29	-0.31
TTI Mbrs purchasing pwr lost with proposed contract 9/21-1/24	-\$1.42	-\$1.49	-\$1.53	-\$1.54	-\$1.66
Mbrs pay after Jan 2024 COLA increase	\$35.14	\$35.68	\$36.26	\$19.39	\$20.53
7/24 COLA adjustment (assuming CPI inflation calc)	\$0.63	\$0.63	\$0.63	\$0.00	\$0.00
Mbrs pay after 7/24 COLA increase	\$35.77	\$36.31	\$36.89	\$19.39	\$20.53
Mbrs purchasing power lost 1/24-9/20/24 (5%)(BLS.gov CPI Inflation calc)	-1.79	-1.82	-1.84	-0.97	-1.03
Members purchasing power lost 1/24-9/20/24	-1.16	-1.19	-1.21	-0.97	-1.03
Proposed Contract's Total Effect On Mbr Purchasing Pwr 9/21/21-9/20/24	-\$2.58	-\$2.68	-\$2.75	-\$2.51	-\$2.75

Save the Date!

APWU Biennial National Convention will be held
August 15-18, 2022 at National Harbor in Washington, DC
Pre-Convention workshops are scheduled for August 11th and 12th,
with the craft conventions slated for August 13th and August 14th.



10th Biennial Constitutional Convention

2022 Michigan State Retiree Chapter

FRIDAY, MAY 20, 2022

**Doubletree by Hilton Hotel Grand Rapids Airport
Grand Rapids, Michigan**

MPWU STATE RETIREE CHAPTER CONVENTION CALL

The 10th Biennial Constitutional Convention of the State Retiree Chapter, Michigan Postal Workers Union, AFL-CIO, will convene on Friday, May 20, 2022 at 9:30 a.m. at the Doubletree by Hilton Hotel (Grand Rapids Airport) in Grand Rapids, Michigan, in conjunction with the 27th Biennial Constitutional Convention of the Michigan Postal Workers Union, AFL-CIO. If business is not completed by adjournment on Friday, Convention will reconvene on Saturday. Time to be announced.

REGISTRATION: Thursday, May 19, 2022, 8:00 a.m. - 3:00 p.m.; Friday, May 20, 2022, 8:00 a.m. - 10:00 a.m.

HOTEL RESERVATIONS:

\$130.00 (plus applicable taxes)
Doubletree by Hilton; 4747 28th Street SE; Grand Rapids, MI 49512; Phone: (616) 957-0100. Be sure to tell/mention to reservations that you are with the MPWU and Group Code: PST to receive the proper room rate.

Registration Fee: \$75.00**State Retiree Chapter E-Board officer registration fees will be included in expenses. (No registration fee will be charged for one-day commuter retiree delegates.)

MEALS: Everyone will be on their own for meals. State Retiree Chapter E-Board officers' meal expenses will be included in their per diem, beginning with Wednesday dinner, and ending with Saturday dinner.

DELEGATES: Article 10, MPWU State Retiree Chapter Constitution states: "The voting strength of member Local Retiree Chapters at Convention shall be one (1) vote for every twenty (20) members, or fraction thereof. Representation shall be based upon the membership of each member Local Retiree Chapter in the year preceding the Convention. Members -At-Large shall be entitled to one (1) vote each. Each MPWU State Retiree Chapter officer holding an elective office shall have a voice and one (1) vote and shall be a delegate to the MPWU State Retiree Chapter Convention." (NOTE: In order to fulfill these provisions, Local Retiree Chapters are requested to bring their Local Chapter dues rebate printouts to the Convention to verify the voting strength of each Local Retiree Chapter. While it may not be necessary, we want to be correct and without question).

NOMINATION & ELECTION OF OFFICERS:

Article 6. "Elections". "All regular elections shall be held in conjunction with the election of officers of the Michigan Postal Workers Union, AFL-CIO. Officers shall be elected by secret ballot vote. Notice of election shall be advertised in the Michigan Messenger at least thirty (30) days preceding the election. Nominations and elections procedures shall be in accordance with the MPWU Constitution. Appeals to the conduct of elections shall be in accordance with the elections appeals procedures of the MPWU Constitution."

ARTICLE 5. OFFICERS.

Section 1. "The elected officers of this State Chapter shall be: President, Vice-President, Secretary-Treasurer, and up to three (3) Trustees."

Section 2. "To be eligible for office, a member must be in good standing for three (3) months immediately preceding the election, as certified by the Secretary-Treasurer."

Section 3. "To be eligible to vote

in an election of officers, a member must be in good standing for the three (3) months immediately preceding the election as certified by the Chapter Secretary-Treasurer."

Nominations for State Retiree Chapter officers will be the last order of business prior to lunch recess on Friday, May 20th. Elections of State Retiree Chapter officers will be conducted at 3:00 p.m., Friday, May 20th. Election results will be announced prior to adjournment on Friday, May 20, 2022.

CREDENTIALS: Credential cards will be issued to MPWU State Retiree Chapter Executive Board officers. Credential cards for Local Retiree Chapter delegates and M.A.L. delegates may be obtained from State Retiree Chapter Sec.-Treas. Jane Duggan; 1356 Nicolet Pl., Detroit, MI 48207. Phone #313-312-1515. Local Retiree Chapter credential cards are to be filled out showing both the name of the delegate and Local Retiree Chapter represented. Credentials must be typed or printed and signed by the Local Retiree

Chapter President and Secretary, or Secretary-Treasurer. Green Cards should be furnished to the delegates for exchange with the Credentials Committee in Grand Rapids when registering. Return the Blue Card to: MPWU Sec.-Treas., Darren Joyce; P.O. Box 1124; Flint, MI 48501, no later than April 15, 2022.

RESOLUTIONS: Resolutions intended to be submitted to the MPWU State Convention for consideration by the MPWU State Convention delegates, must be submitted through a Local Retiree Chapter's parent APWU Local for submission to, and received by MPWU State Exec.-Sec., Michael Long by April 1, 2022. Resolutions intended to be considered by the delegates to the State Retiree Chapter Convention must be submitted to the Trustees no later than 12 Noon, May 20, 2022.

If you have any further questions, concerns, or need more information, please contact State Retiree President Paul Browning. oldhipster54@hotmail.com 231-275-6016

Retirees Corner

continued from page 5

APWU RETIREES LIVING WITHIN 50 MILES OF GRAND RAPIDS

If you are an APWU Retiree Department member who lives within a commuting distance of 50 miles, you are cordially invited to attend as a delegate the Michigan State Retiree Chapter Convention on May 20 in Grand Rapids with NO REGISTRATION FEE REQUIRED. Normally, delegates would be charged a \$75 registration fee but we will waive this fee for you. Whether you retired from Grand Rapids, Kalamazoo, Lansing, or somewhere in between, if you are a \$3 a month dues paying retiree you are eligible to attend. Come on out and see what how and what Retiree Chapters do. See how business is conducted. You might find your interest piqued enough to want to get involved!

As a further service to our retirees, we plan a May 19 afternoon APWU Health Plan Seminar with emphasis on the new APWU Medicare Enhanced Advantage Plan. The plan through partnership with United Health Care offers some new and substantial ben-

efits including a monthly \$50 cash rebate towards your Medicare Part B payment. The plan was introduced in 2021 and has drawn a lot of interest and questions. An added bonus to the plan is APWU Cigna plan members can join at any time or even drop out at any time and return to Cigna. As Al LaBrecque always said, I don't sell insurance, but this is worth taking a look at.

Details on the Retiree State Convention Chapter are published here in

this paper. Take a drive, bring a friend.

COVID AND THE STATE AND RETIREE CONVENTIONS

Elsewhere in this paper you will find the COVID precautions and protocols recommended by the National APWU for Conventions.

Delegates attending will be required to follow them and agree to any disclaimer. Stay smart, be safe, and have consideration for those around you.



Michigan Messenger
Deadline for
Newsletter
Submissions

April 23, 2022

Editorial

Freedom Or Submission It's Your Choice

by **Leo Vargaz, Retired Clerk**

President Joe Biden is being confronted by people masquerading as sheep in wolves clothing (Joe Manchin and Kyrsten Sinema) self-serving individuals (wan bee republicans).

We must support President Joe Biden and his agenda. We must be aware and vigilant.

We need to be united and reach out to diverse constituency. There is strength in numbers-vote, vote, vote. Make the right choice-don't weep if

your choice was wrong. Your tears wont wash away your error.

LABOR ADVOCATE QUOTATIONS

Frederick Douglas (Afro-American) quotations can be instrumental and perhaps inspire us to make great decision. Find out just what any people will quietly submit to and have the exact measure of the injustice and wrong which will be imposed on them. Power concedes nothing with-

out a demand. It never did and never will.

The former administration with his authoritarian regime and is view of total obedience must not be your choice – Vote your democratic choice.

"The egocentric is always frustrated, simply because the condition of self-perfection is self-surrender. There must be a willingness to die to the lower part of self before there can be a birth to the nobler" (author unknown)

COMMUNICATION

Use bill boards to spread our democratic views and enhance our agendas. We should not sue the former administrators name, it only enhances his fan base.

When voting, remember your country. Save our planet for our children and future generations. Please always support your candidate and our views. Don't be swayed by the news and media as their sources can be misleading and not authentic. "Always be Vigilant"

Please Follow Proper Protocol For COVID-19

For the last two years we have been dealing with COVID-19. Many have been affected in one way or another. Some of us have caught the virus, know of family members, friends or coworkers that have passed away on and off the job due to COVID-19.

At this moment it seems as if the virus will be around for a while. Please remain diligent and do whatever you can to stay safe and keep your family and coworkers safe. Despite best efforts, however, some of us are testing positive with COVID and with the new CDC guidelines there has been much confusion on what the proper protocol is for returning back to work.

CDC Guidelines (taken from the CDC website):

If you test positive for COVID-19

or have symptoms, regardless of vaccination status:

1. Stay home for at least 5 days and isolate from others in your home, and wear a well fitted mask if you must be around others in your home
2. Do Not Travel

Ending Isolation if you HAD symptoms:

End isolation after 5 full days **IF** you are fever free for 24 hours without use of fever reducing medication and your symptoms are improving

Ending Isolation if you DID NOT have symptoms:

End isolation after at least 5 full days after your positive test

If you were severely ill with COVID-19 or are immunocompromised

You should isolate for at least 10

full days. Consult your doctor before ending isolation

Take precautions until day 10

WEAR A MASK

Wear a well fitted mask for 10 full days any time you are around others inside your home or in public. Do not go places where you are unable to wear a mask

DO NOT TRAVEL

Do not travel until a full 10 days after your symptoms started or the date your positive test was taken if you had no symptoms

AVOID BEING AROUND PEOPLE WHO ARE AT HIGH RISK

Although we have the CDC Guide-

lines, we still have protocols and responsibilities to follow as Postal Employees if we test positive for COVID-19:

1. Report positive results to your immediate supervisor or MDO and send proper documentation
2. Your SDO or MDO sends your information to the nurse
3. The nurse should contact you and let you know when you may return to work
4. The nurse emails your management team letting them know when you may return to work
5. If you do not hear from the nurse within the 5 days please reach out to your SDO to get the number for the nurse

FINALLY: Do not show up to work until you have been properly cleared to do so by the Nurse.

COVID-19 – Decision Tree January 5, 2022

Employee information is protected by Privacy Act laws and as such must be restricted to only those identified in this document.

