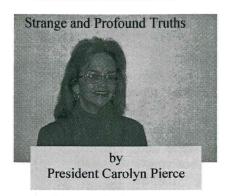
### COASTAL





#### OFFICIAL PUBLICATION OF THE AMERICAN POSTAL WORKERS UNION OF BROWARD COUNTY FLORIDA



Congratulations . . .

Recently the National APWU presented the Broward County Area Local with a new award. We are the #1 most-organized Local in the country, for our category. Thanks to all of you for working toward this honor. It is always good to be #1. So, if you have a co-worker who has not joined with us in this battle to save our jobs, please invite them.

## Congress got us into this mess and Congress can get us out of it...

Okay. I'm asking you to not stop reading this section because you believe you know all about the subject or take it for old news. Getting out the vote in this year's national election is pivotal for all of our futures.

Congress has skipped town again, convinced that their time is better spent campaigning than debating the future of our Postal Service. Remember, they just had a five week August recess. I am sure that if the House had worked on their Postal bill, it could have jeopardized how some of their constituents would vote.

# What Happened to Congress?

What happened ...

In 2006, Congress (lame duck) passed a bill that forced the USPS to pre-fund its retiree insurance premiums to the tune of approximately \$5 billion per year. There is no other company, public or private, that must meet this horrible policy.

The USPS has been self-supporting since 1971, so why was this 2006 legislation needed except to place our money into their slush fund. In 2005, 2006, and 2007, we had the mail highest volumes ever, in USPS history. The 2006 legislation was intended to break us. Why else would Congress do this to us when we had not taken a dime of taxpayer funds in 30 years?

In the last few years after this legislation, we have lost almost \$25 billion. Count \$5 billion + per year after the 2006 legislation to see the clear picture. We have defaulted on the last two payments and we are pre-funding our health premiums for retirees that have not even been hired yet. Without this Congressional mess, we would have still been down, but not by much. This was and is an avoidable fiscal mess.

If you research the amount of bills Congress has passed over the last few presidential terms, you will see something I find truly amazing. There has been the least amount of bills passed, this current term, than all the others, and it really did not matter what political party was in the office. That would be funny if not for the crushing problems faced by 700,000 Postal employees, as well as, the 7 million private sector jobs that we support.

Our pain ...

We, in Ft. Lauderdale, have already felt the failure of Congress to save our mail processing operations and of course our "world famous" Ft. Lauderdale postmark. The same will happen soon to other South Florida operations and customer service offices.

Locally, we do have representatives who stand behind postal workers -- Debbie Wasserman-Schultz, Alcee Hastings, and Bill Nelson to name a few. But they need others across the state and country to help them help you.

#### No respect . . .

Recently, the Chairman on Oversight and Government Reform of the House of Representatives, Darrell Issa, (R-CA), sent a letter to President Obama proposing a reform package. He requested a removal of the Congressional-imposed restriction that prevents USPS from moving to a 5-day delivery. He also asked for a ban that would prevent all federal agencies, including the USPS, from "entering into a no-layoff agreement with their employees." In addition, and I quote from his letter, "it is vital that our government be able to scale both up and down its employment as the need for such employment changes. Even our SERVICE MEMBERS ENJOY NO SPECIAL PROTECTION against force reductions in light of decreasing need."

#### continued from page 1

Did you know that the Republican Vice-President candidate Paul Ryan (R-WI) opposed the Employee Free Choice Act while in Congress as well as opposing collective bargaining rights for companies. He has been in Congress for almost 13 years and had only two of his bills pass. In July 2000 he had a bill passed to rename a post office in his district and in December 2008 his bill passed to change the way arrows (bow and arrows) are charged with an excise tax. In addition, his wife Janna was a lobbyist in Washington. She represented large companies including UPS. At the time, UPS spent \$5 million lobbying Congress against its competitor the USPS so we could not expand our services.

#### Do your own checking . . .

All I ask is you take the time to research the candidates and make an informed decision as to what we need for our future.

ONE VOTE -- is the most important vote. Peace. CJP



#### **NEW MEMBERS**

Jackeline Echard Tabari Suggs Cregg Hankerson Banicka Johnson Virginia Virgile Gaetano Cipriano Pedro Rodriguez-Gainz

> Perry L. Mason Tracy Lewis Wodau Ogionwo Gerard Flowers Sheki Stephens Litarsha Greaves



#### RETIRED

Gale Leonard Larry Nienow **Barry Whitney** 

#### Catherine Robinson

Alfredo Cardona

Marlene Ciccone Frederick Doctor Manola Samson Elias Nesar

John



Ronald Silitsky Imburgia Bruce Barrett Justo Diaz

Carol Madden

#### LOTS HAPPENING!

Hello all! Well, I am happy to say that there is a lot going on in the next couple of months. On Sunday, November 4th at 1:00, the Broward County Area Local 1201 will be sponsoring a "Federal Employee Benefits Evaluation Seminar" for it's members, at no cost to you. It will be held at the AFL-CIO office, located at 1700 N.W. 66 Avenue Suite 100 in Plantation.

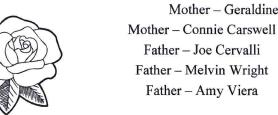


We will have a guest speaker from the IHC Financial Group. I have met personally with this gentleman and I really believe that he has some very valuable information to share. Even if you have already attended a benefits seminar, I encourage you tocome. He will speak about FEGLI, CSRS, and FERS, as well as TSP and knowing how much \$\$ you will receive at retirement. Make sure to bring your pay stub, your TSP info, and a Benefits Statement if you have one. Pizza and soft drinks will be served. Call Mr. Bent or Mr Masri at (954) 665-7620 or (954) 270-8972 to reserve your space. Please don't delay as space is limited. Also, I am thrilled to tell you that we will also be collecting items through November 30th for the Sheridan House Holiday Toy Shop. Look for the hampers that will be set up in your office. We are asking for new unwrapped toys (ages 1-12), gift cards, and seasonal gift wrapping paper. If you don't have time to shop and would rather make a donation, checks made payable to Sheridan House Family Ministries would be gladly accepted as well. Please help make a child's Christmas special. And lastly, for all of you that have donated to help me take my 60 mile walk benefiting Susan G. Komen, I thank you from the bottom of my heart. Please keep me in your thoughts as I walk 60 miles, through 6 different cities and over 8 bridges with the hope of getting one step closer to ending breast cancer. My donors are AMAZING!! Sincerely,

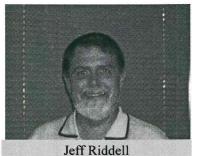
Jackie Ouintana Human Relations Director

#### DEEPEST SYMPATHY TO OUR MEMBERS

Mother & Father - Henrietta Thomas Mother - Geraldine Browne Mother - Connie Carswell Father – Joe Cervalli Father - Melvin Wright







Executive Vice-President

MEGAN J. BRENNAN CHIEF OPERATING OFFICER EXECUTIVE VICE PRESIDENT

# Important Information

As this information is new, and it has to do with so many of us, I believe it is more important that you read it for yourself, than simply hear my position. If you do not have NTFT assignments of less than 40 hours now, take note for any possible future postings. This MOU will be most helpful.

The issue of seniority is addressed in the Sept. 25, 2012 agreement. Many senior level 6 clerks were excessed, in the recent past, while junior clerks level 7 were protected by Article 12. This sign off changes that. This is NOT retroactive

Please read:

September 28, 2012

VICE-PRESIDENTS (AREA)

SUBJECT: Employees in Non-Traditional Full-Time (NTFT) Duty Assignments Working Less Desirable Schedules than Postal Support Employees (PSE)

The collective bargaining agreement with the APWU provides for Non-Traditional Full-Time (NTFT) Duty Assignments of 30-48 hours a week in the Clerk and MVS Crafts. It also provides for the Postal Support Employees (PSE) who may work more or less than 40 hours a week, as needed. Employees working NTFT Duty Assignments of less than 40 hours a week are not guaranteed more hours per week than the PSE's working in the same facility.

However, where employees working in NTFT duty assignments of less than 40 hours a week are regularly working less hours than the PSE's, and those work hours would otherwise be available to be performed by the career employees (same day or tour, etc.), the hours of the NTFT duty assignments should be appropriately adjusted to modify the hours and/or to achieve a more desirable work schedule. This adjustment should balance the workload according to operational need. It should also reduce any unnecessary impact to career employees.

Questions or concerns should be directed to Labor Relations personnel. Megan J Brennan

Memorandum of Understandiong Between the American Postal workers Union And the United States Postal Service

This memorandum represents the parties' agreement with regard to clerk craft employees who are being involuntarily reassigned into clerk craft vacancies in other installations, after bein excessed from their present installation.

- 1. Impacted full time regular clerks will be placed into clerk withheld residual vacancies at the gaining installation at the same, higher, or lower pay level for which they are qualified.
- 2. Clerks will be excessed from the losing installation by inverse seniority in their craft and status, full time regular or part time flexible, without regard to pay level.
- 3. If a veteran preference eligible clerk is reached when assigning impacted or unassigned employees to lower pay level duty assignment the following will apply:
- A. The most junior non-preference eligible same pay level clerk in the gaining installation shall be reassigned at the lower pay level vacancy.
- B. The impacted preference eligible clerk will then be assigned to the duty assignment previously occupied by that junior non-preference eligible clerk.
- C. Any employee reassigned to a lower level duty assignment shall receive saved grade and shall not be required to bid to their former level for two years to retain the saved grade.
- D. The non-preference eligible clerk moved to the lower level duty assignment shall have retreat rights back to the former duty assignment the first time it becomes vacant. If the retreat right isn't used the first time the bid was vacated it is lost.

continued on page 4

continued from page 3

E. A veteran preference eligible clerk for personal convenience may waive the right to appeal through the grievance process, to the EEOC, and/or to the Merit Systems Protection Board (MSPB) and select a duty assignment at a lower level with saved grade with the same saved grade in 3C above.

- F. If no Level 7 vacancies exist, or if all level 7 occupied positions at the gaining installation are occupied by veteran preference eligible clerks, the Article 12 withholding radius will be expanded to allow for placement unless the veteran preference eligible clerk applies 3C above. For this purpose the 40/50 mile restriction on excessing clerks will not apply. The USPS will discuss with the APWU Director Clerk Division prior to expanding the withholding area.
- 4. Impacted clerks, and senior in lieu of volunteers, may be placed as unemcumbered regular clerks in the gaining installation provided that local management has completed a bid management review with area concurrence and sufficient vacancies will be available for placedement of all such unencumbered regular clerks (regardless of pay level) with in three (3) months of the date the employees were placed. These unencumbered clerks must bid on all available vacancies in the gaining installation or be immediately placed into the first available residual vacancy by management in accordance with the provision of Article 12 of the National Agreement, provided that Level 7 veteran preference eligible clerks who were involuntarily excessed will only be placed into Level 7 residual vacancies or in accordance with paragraph 3 above.
- 5. In the event that a level 7 BMEU Tech or Lead SSA are excessed via the terms of this MOU, and first replacement employee in the losing installation fails to qualify, the excessed Level 7 BMEU Tech or Lead SSA will be returned to their former assignment and the least senior clerk will then be excessed from the losing installation with a 30 day notice to the employee.
- 6. Any disputes arising from the terms of this MOU, or other Article 12 local issues, will be resolved by the national APWU-U.S. Postal Service Article 12 Task Force. If the Article 12 Task Force cannot agree upon a resolution, either party may declare an impasse. Each party will identify the issue in dispute in writing within 30 days after the declared impasse on the subject. The identified dispute will then be placed on the appropriate Article 15 arbitration docket.

Patrick M. Devine

Rob Strunk

Manager, Contract Adminstration (APWU) United States Postal Service September 25, 2012

Director, Clerk Division

American Postal Workers Union, AFL-CIO

### VETERANS NEWS as reported by brother John Smeekens of Michigan

#### **BURN PIT**

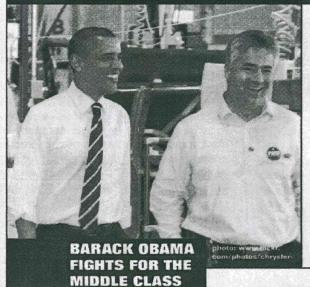
The Defense and Veterans Affairs Departments, are hoping to widen their understanding of war zone toxins, and ultimately help suffering troops. At least 1,000 Veterans have fallen ill with mysterious symptoms that they believe were caused by poisonous pollutants from open air burn pits, fires, and cleanup-operations in Iraq and Afghanistan. Closed door meetings were held for 3 days, in Washington D.C., in late August, to discuss and debate deployment related pollution. Although this is only the beginning, Burn Pit Legislation should be implemented ASAP so our Wounded Warriors can be treated quickly. Many of these Veterans' are complaining of Asthma, Chronic Obstructive Pulmonary Disease, Rashes, Joint Pain and Cancers Let's not hesitate like we did on Agent Orange. Contact your Representatives and ask them to get involved in this. And spread the word to as many Gulf War Iraq and Afghanistan Veterans as possible.

#### STOP LOSS EXTENSION

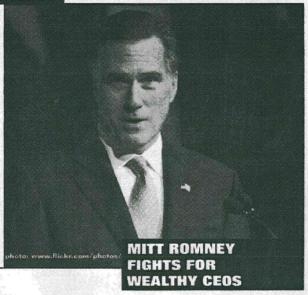
The deadline to apply for Retroactive Stop Loss Special Pay has been re-instated and extended to October 21, 2012. Service members and veterans whose military service was involuntarily extended under the "Stop Loss" program between the 9/11 terrorist attacks and Sept. 30, 2009, are eligible for special retroactive pay for the hardships the involuntary extensions caused. Eligible members or their beneficiaries may submit a claim to their respective military service to receive \$500 for each full or partial month served in a Stop Loss status. Because the majority of those eligible had separated from the military, many eligible service members, veterans and their beneficiaries are not aware of the benefit. This is just one of many Stop Loss Extensions that have been made. If you miss the deadline, may I suggest that you still try to file, because of the many Extensions.

#### AN IMPORTANT MESSAGE FROM APWU LOCAL 1201

#### **BARACK OBAMA AND MITT ROMNEY:**



TWO
VISIONS
FOR THE
MIDDLE
CLASS



#### PROTECTING AND CREATING JOBS

Stands Up for American Jobs. President Obama took a principled stand to reinvest in the American auto industry, saving a million good jobs and millions more that depend on the auto industry, (Chicago Tribune, 6/4/11. The Wall Street Journal, 11/17/10)

**Destroying American Companies.** Mitt Romney said we should, "Let Detroit go bankrupt." It makes sense, considering he made his fortune destroying American companies and forcing them to close plants. lay off workers and eliminate pensions and health care. (The New York Times, 6/23/12)

#### MARKONS.

Keeps Jobs in America. Obama says, "We will not go back to an economy weakened by outsourcing, bad debt and phony financial profits." Instead, we need "an economy built on American manufacturing, American energy, skills for American workers and a renewal of American values." (State of the Union, 1/25/12)

Outsources American Jobs. Mitt Romney has been called a "pioneer" of outsourcing as CEO of Bain Capital. Romney then hid his profits offshore in the Cayman Islands and in Swiss bank accounts to avoid paying taxes. (The Washington Post, 5/21/12; The New York Times, 4/13/12, 7/11/12)

#### MEDICARE

Fights to Strengthen Medicare. President Obama says we need to fix Medicare, not end it. He says he won't allow the budget "to be an excuse for turning Medicare into a voucher program that leaves seniors at the mercy of the insurance industry." (The Washington Post. 9/19/11)

Supports Ending Medicare. Mitt Romney supports the Ryan budget plan that would end Medicare, create a voucher system instead, raise the eligibility age and force seniors to pay twice as much as under their current Medicare coverage. (Candidate press release, 12/8/11; EPI, 5/17/12; Kaiser Family Foundation, April 2011)

# **VOTE NOV. 6 \* BARACK OBAMA**

THE CLEAR CHOICE FOR WORKING FAMILIES

For more information, contact APWU Local 1201 at 954-792-2161 or visit www.aflcio.org.





W.L. "Bill" Pick
Maintenance Craft Director

With all the changes the USPS is undergoing these days this is one question that is most often asked.

The Merriam-Webster dictionary defines a union as:

union:

something that is made one: something formed by a combining or coalition of parts or members: as labor union:

an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits, and working conditions

It seems that the more appropriate question a member should ask themselves is; "What am I going to do about that?"

I was astounded after the ratification of the latest contract, some clerks were upset and grilling me about PSEs and NTFT bids, after a few minutes of exchange I asked if they had voted for the contract to which they replied they had. After further back and forth it turns out these and most other members never read the copy of the contract they were sent, yet voted to ratify the contract!

The second most asked question seems to be "why should I be in the Union?"

Far too many people alive today have no memory nor have they been taught what Organized Labor has done for workers in this country.

Union members earn better wages and benefits than non-union workers. The average, union workers' wages are 28 percent higher than non-union workers. Only 19 percent of non-union workers have pensions, 78 percent of union workers do. More than 84 percent of

# What's the Union doing about that?

union workers have health insurance benefits, only 64 percent of non-union workers do.

There is a popular line of BS advanced by the US Chamber of Commerce and Big Business, that unions are no longer needed, they have long since served their purpose and that today we have laws that protect the workforce, the only reason why they're still around is that too many people don't bother to read the laws, or know the laws that are there to protect them. Who do you think pushed for those laws protecting the workers? The Unions are the only reason Big Business' toadies in Congress have not repealed those worker protections.

Big Business considers Unions a nuisance in economic terms, and have waged a very successful misinformation campaign to undermine the labor movement in this country. All that matters is profit for the owners. Businesses don't like organized labor for obvious reasons. It's because of Unions the members have overtime, vacation pay, raises, breaks, 401k, pensions, healthcare, dental...

The anti Labor propaganda machine portrays all Unions as being corrupt and inefficient. Not true, Unions have raised living standards for working class people. What every Postal Worker needs to remember is that we are working class people! It is Union negotiated wages that pay us enough to afford a nice house, paid annual and sick leave, these wages also provide us enough to afford a nice car. The sad thing is union members buy into this BS!

Workers who have never belonged to a Union, benefit everyday from the advances Organized Labor has won. Benefits like an employer paid/sponsored benefits: health care/retirement plan (even if they pay a share), if they get a day or two off every week, and have an eight (8) hr work day, with paid overtime. Do you think the employers came up with Workman's Comp? Providing a safe

workplace? How about unemployment benefits? FMLA anyone?

Take a look at an employer bigger than the USPS... Wal-Mart. Wal-Mart is very, very powerful. Today's business community is in love with the Wal-Mart Business model. Wal-Mart employs more people than any other company in the United States outside of the Federal government, yet the majority of its employees with children live below the poverty line. All the while Wal-Mart receives millions of dollars in tax subsidies!

Wal-Mart is also staunchly anti-union. New employees are instructed to sign a waiver that say they won't join a union. The type of waiver the new employees were asked to sign was commonplace 80 years ago, and as a result, the Norris-La Guardia Act of 1932 was passed, making these contracts unenforceable in federal court.

New Wal-Mart employees are also shown videotapes explaining that instead of unionizing, they benefit from the open door policy, allowing them to take their complaints beyond the supervisors to higher management. The open door policy is supposed to be so that you can complain to higher managers if you have a problem with one of the lower managers. Wal-Mart employees joke that the open door policy is really the "open your mouth and they'll show you the door policy."

Wal-Mart has issued a "Toolbox to Remaining Union Free" to managers, the toolbox provides a lists of warning signs that workers might be organizing. Wal-Mart's labor law violations include illegally firing workers who attempt to organize a union, unlawful surveillance, threats, and intimidation of employees. When a Wal-Mart store in Quebec became the first unionized Wal-Mart in North America, Wal-Mart closed the store!

Wal-Mart's statement on unions: "At Wal-Mart, we respect the individual continued on page 7

### GENERAL MEMBERSHIP MEETINGS (Retirees Welcome)

October 21, 2012

November 18, 2012

No Meeting in December

9:30AM at F.O.P.E./AFL-CIO OFFICE 1700 NW 66 Avenue, Suite 100 Plantation, Fl 33313

coffee, bagels and donuts

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rights of our associates and encourage them to express their ideas, comments and concerns. Because we believe in maintaining an environment of open communications, we do not believe there is a need for third-party representation." Let me scrape it off my shoes!

Let's see what a caring company like Wal-Mart offers its employees in the form of a health plan... Wal-Mart's choice network family plan with a \$322.60 bi-weekly premium, \$700 annual deductible, \$500 health care credit, and \$4000 out-of-pocket medical expenses could cost over \$12,000 a year. The average Wal-Mart employee makes approximately \$20,000 a year. You do the math.

Wal-Mart is a consistent violator of wage and hour laws, and is constantly defending its labor practices in legal battles across the Wal-Mart has no written nationwide pay or promotion policy that would suggest mangers can practice pay and promotion discrimination by gender, so the problem can't be found on paper. Wal-Mart allows local managers to make "subjective decisions" about pay and promotions. Make no mistake Wal-Mart's lawyers are top notch and most likely paid very well too. I shouldn't be so hard on Wal-Mart they really are a caring employer... Until the mid-1990s, Wal-Mart took out corporate-owned life insurance policies on its employees including "low-level"



employees such as janitors, cashiers, and stockers (aka "Dead Peasants Insurance" or "Janitor Insurance"). This type of insurance is usually purchased to cover a company against financial loss when a high-ranking employee (i.e. management) dies, and is usually known as "Key Man Insurance." The U.S. Internal Revenue Service, charged that the company was trying to profit from the deaths of its employees, and take advantage of the tax law which allowed it to deduct the premiums. The practice was stopped in the mid-1990s when the federal government closed the tax deduction and began to pursue Wal-Mart for back taxes. Make no mistake the families of the insured employees did not get a dime of insurance money from these policies!

Sound like the kind of company you want to work for? But wait there's more!!! In March 2008, Wal-Mart sued a former employee, Deborah Shank, to recover the money it spent for her health care after she was brain-damaged, restricted to a wheelchair, and nursing home-bound after her minivan was hit by a truck.Wal-Mart sued the former employee for \$470,000 after she received a settlement from the accident, citing that company policy forbids employees from receiving coverage if they also win a settlement in a lawsuit. After they received bad publicity for this outrage, Wal-Mart dropped its suit.

Even with all the crap USPS management has and will pull, closing facilities, excessing and all the other nonsense that we complain about, it doesn't seem so bad compared to what some employees in the private sector have to deal with. That Wal-Mart kind of nonsense has changed for most of us, we get a fair days wage for a fair days work, have regular breaks, holidays and so much more.

Do not think for one minute that those people at USPS HQ in L'Enfant Plaza would not like to have a business model such as the one Wal-Mart has going for it. Instead of saying "excessed" we would learn to say "laid off"!!

There really are way too many outrageous injustices to workers by employers like Wal-Mart, Big Business or politicians for me to cover here. Unions may not be perfect, and we may not like everything in our contract, but we should dread the thought of having to work at the USPS without a contract.

If you are still unhappy with the gains organized labor has made to improve working conditions or what the APWU has negotiated with the USPS on your behalf and want the Wal-Mart, no Middle Class, no union representation kind of future for you and your children, vote for anti-labor political candidates, throw your coworkers under the bus to obtain what you want, don't say anything about management doing craft work, run the Union and its Stewards down while supporting businesses such as Wal-Mart and you will attain your goal.

If you want to save these good jobs that we have, there is one other thing that must be done to protect those jobs. All APWU members should READ & UNDERSTAND YOUR CONTRACT!



AMERICAN POSTAL WORKERS UNION **BROWARD COUNTY AREA LOCAL 1201** 6500 W SUNRISE BLVD PLANTATION, FL 33313

NON-PROFIT ORG. **US POSTAGE PAID** APWU

SIGN UP A NON-MEMBER

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