

COASTAL



2013 PPA AWARD WINNING PAPER

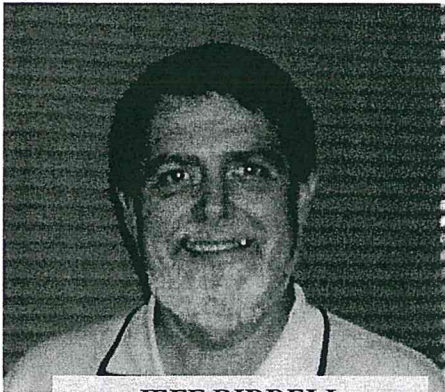
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American Postal Workers Union, AFL-CIO



**JEFF RIDDELL
PRESIDENT**

Don't know about you, but sometimes I hear so much about a certain issue that I kind of turn off to it. Not that it is right, but for me, it is the truth. STAPLES are one of those issues that it would seem to be easy to do that with. But I warn you, it is not a subject to be taken lightly. In fact, it is worthy of all the attention it is getting, and more. Why? How is this for an answer: If the USPS and STAPLES are successful in their plan to put Window Sections in stores nationwide, the clerk craft will lose approximately 78,000 window jobs.

This is not Jeff Riddell throwing around numbers. I am repeating what was presented to the membership of the State of Florida at the recent State Convention. He then went on to ask the following: How many clerk craft members are there? The answer was approximately 100,000. So how much do you think your seniority is going to help you in that scenario?

Ahhhh, but you say I am a Plant clerk---doesn't impact me!! How about this:

T99he USPS has entered into an agreement with UPS to run our non-machineable parcels---NMO's as referred to. UPS picks them up at our Plants and brings them to their facilities to

What Do I Do Now?

run on UPS machines. Remember, I said UPS picks them up---not our MVS employees.

Now two crafts are impacted. When Lamont Brooks went to Plants to see the actual process of what was taking place, he saw far more than NMO's going out the door. Cages of SPURS, normally run on APBS, or in that case possibly an SPBS, being loaded onto the same UPS truck for that mail also to be run at the UPS facility. It was further reported that the letter size mail is mostly worked by Pitney Bowes, and/or Donnelly. The figure was approximately 80% of all letters.

So what we really see is an all out attack on our future. They are coming after the front (window) and the back (Plant). If they are successful, nobody is safe. So when you see the APWU National website (apwu.org) asking for you to sign a petition or program to stop STAPLES, give it a thought. Is a minute of my time worth possibly saving my job? I think it is. Nobody is going to pay my bills if the Post Office contracts everything out.

There were a number of demonstrations around the country to protest the STAPLES situation. I attended one, to represent our Local. There were 18 or 19 people present---myself, an NBA, President of Local NALC and 2 carriers, local Mail Handler President, and members of the particular Local demonstrating. Of that group, not a single Customer Service clerk participated. Really is a sad commentary, when you look at the big picture. The clerks that participated from that Local were all from the Plant. As I said, if the STAPLES initiative is successful, it is Customer Service SSA, SSDA jobs that will disappear. Then

we will be back to the dreaded excessing----and there really isn't any place to go anymore.

So, while time is still our friend, get involved. Do something to help yourself. Fight to save your own job. Get your family involved. Have them boycott STAPLES. Did you know that the California and Michigan Teachers Unions have voted to support us by boycotting STAPLES? And more organizations will follow.

Don't be left behind. Don't wait until it is too late, and in a panic say "what do I do now?"

The Boston Globe reported that Joe Doody, the Vice Chairman of STAPLES, was quoted as saying, "the company does not want to get in the middle of the fight between the post office and its union"; but acknowledged the issue could become a problem if more unions backed the postal workers. He said, "the retailer will continue to evaluate the situation to determine whether the negative backlash is worth the benefits of the partnership."

I wrote about this in the last paper---the problem is not going away, unless we do our part. Maybe the leaders of STAPLES are getting the message based on the above statement! Keep up the pressure.

There is an old game that seems to be becoming popular again, called "kick the steward". We all have seen it, most have participated in it at one time or another. Fact is that is how I came to be involved with the Union. There was a person who I did not believe was representing us properly, and I expressed that continued on page 2



Shelli Kelly
Executive Vice-President

IT'S A WONDERFUL LIFE

Without Unions

Ever seen the movie classic "It's a Wonderful Life" with Jimmy Stewart? It's on every year, and one of my favorites. It's about a man who is ready to give up on life and is shown what the world would have been like if he had never existed. Of course it's an awesome lesson when Stewart's character realizes how fortunate he is and what a difference he has made to others.

Have you ever stopped to think about what it would be like if Unions never existed? What would working conditions be like? Would there be paid leave? (or any leave?) How about Health and life insurance. Would there be a retirement system? Would there be termination without just cause and no avenues to challenge? How would desirable schedules and work locations be offered? Would there be raises ... who would get them?

If the unions ceased to exist tomorrow, how long do you think you'd have the salary and benefits you have now? Do you think the Postal Service gives you raises out of the goodness of its heart?

Without unions would there be Straight pay for overtime? (probably) Would there be dangerous working conditions? (most likely) 84-hour work weeks? (ugh) Would there be child labor, and fines for breaking rules that management set up solely to be able to fine you and get their money back? All these things happened before there were unions. Some still happen in other

countries, and in non-union labor businesses in this country. Unions are the only means for the workers to deal with management on an equal basis. Unions, not businessmen or bosses, brought this country into the 20th century. Unions work to create jobs, improve working conditions and make sure no one's rights are violated.

I guess its human nature to take things for granted. We lose sight with how fortunate we are. But it's also very important to appreciate what you have. (And fight to keep it) I don't think I can imagine a life without a labor union, and I don't want to find out. Keep your union strong.

We are in a battle today. The battle to preserve the Postal Service, and to preserve one of the last well paying jobs available to those without college educations. A job that allows you to buy a home, have a comfortable life, and even send your kids to college. A job that lifts families from one class to another, a job that allows people to work hard and earn the American Dream.

Must your benefits be taken away for you to realize what you have? Check your pockets. Are the ZuZu's petals still there?

Your job is under an attack. Join the fight; we need all of us pulling together if we want to succeed. I hope everyone is contacting their representatives on bills that are important to the survival of the Postal Service, and that protect our contractual bargaining rights? It is very easy to do, go to our national web site ... www.APWU.org and get involved.

continued from page 1

to my Local President. The response I got was "why don't you come to some steward meetings, learn what we do and what the contract really says. If at that point you still believe you can do a better job, and we agree that you fit our criteria, then we can talk." I started to come to steward meetings and was floored with all that I did not know. This was 32 plus years ago. I thought I knew what the contract said. After all, I heard all the people around me tell me what my rights were! They had to know---they had to be right. It turned out some were right, most were partially right, and the rest were flat out wrong. I kept coming, and I learned. Truth is, I keep learning today. As do the stewards.

If you think it is easy to be a steward, think twice. What I suggest is that we remember that in this Local there is only one steward who is an attorney! The rest of us are postal employees (as is our resident attorney), craft people just like you. What they have in common is that they want to try and make a better workplace for those they represent. How can they do that? By enforcing the contract. Are they perfect? Nobody on this earth is. Imagine if there wasn't a contract?

Does Management make it easy for a steward to get released to represent the membership? If you think so, then you really have no clue.

I offer a standing invitation to all members of this Union---including PSE's---come to a few steward meetings. You may decide it is not for you. But in the process you will learn some facts about the contract, and how it applies in our daily work lives.

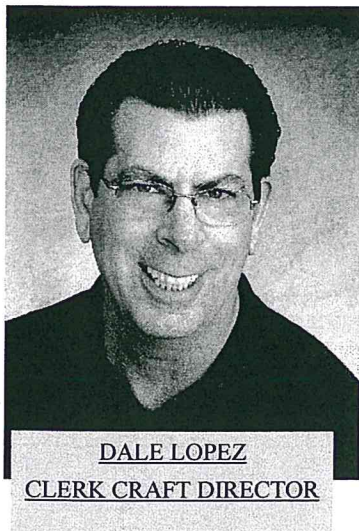
Or, you can keep playing "kick the steward", and find that eventually there were none! It's your Union, it's your choice. I can't force anybody to get involved. Just like getting involved with the STAPLES issue, it is all a matter of choice.

Sorry for Your Loss

Mother – Diana Marquez

Member – Walter Milligan





DALE LOPEZ
CLERK CRAFT DIRECTOR

A big thank you to the membership for sending me as a delegate from our local to the APWU of Florida's 2014 State Convention in Kissimmee. The convention is like one of our general union meetings except on a much larger scale. There were 27 locals in total at the convention. Invited guests that addressed us were APWU national officers, President Dimondstein, VP Debbie Szerdy, the various craft directors and assistants, the Southern Region Coordinator Kenneth Beasley and National Business Agents Bloomer, Weeks and Sullivan. Also addressing the convention were the state of Florida's AFL/CIO secretary/treasurer David Pittman, a representative of Congressman Alan Grayson FL Dist. 09 and Eric Clinton, President of the Orange County Central Labor Council.

President Dimondstein gave us his state of the union speech, and the speakers that followed were all discussing the same issues. If you have been employed with the Postal Service for 20 years when everything started hitting the fan; you know we have been going through so much craziness it is as if we were at war.

The speakers addressing the convention delegates repeatedly spoke on the many issues (fronts) of which we as postal workers have been under attack. I really hate to say such things like being at war. But aren't we on a daily basis fighting against management's hostilities? We are always battling for breaks and lunches at reasonable times, for which our Local Agreements establish. We are being confronted about wash ups, and being micro managed for every second on the clock and fighting for leave (annual or sick) because there is not adequate coverage! This is not just in our little world.

Boycott Staples

There are also battles with upper management, jobs being abolished, almost every position that becomes vacant gets reverted, but the work remains. There is no peace! We are fighting further plant closures, consolidations, excessing, contracting out work and totally dismantling the Postal Service as we know it.

Our struggles are also with congress which can help the Service. However congress is split on the means in which to help. There are some in congress who favor giving our work to private companies and are the ones supporting the Post Master General and his henchmen in creating so much chaos and turmoil that the only way to fix the problem is to sell it off piece by piece. It is all about the \$\$\$, the USPS has a lot of cash flow and there are those who want those dollars to flow into private pockets.

The postal evil doers are attacking at every front.

Retail; Staples, Contract postal units (CPU) even Publix. Postage stamps and products sold online. All to keep customers from coming to the post office. Management under staffs the window to drive customers elsewhere. The end results - if management succeeds is no more window clerks.

Processing; Sorting houses like Pitney Bowes sorting letters and now UPS sorting our parcels, if management succeeds - no more mail processing clerks.

Motor Vehicle; management continues to contract out truck routes; eventually the USPS will not have its own fleet any longer and no more drivers.

Letter Carriers; if the latest postal bill in congress which would end "door delivery" even the letter carriers will be drastically reduced.

Maintenance; There no longer is a maintenance department in Ft. Lauderdale, where management claims Ft. Lauderdale is no longer a maintenance capable installation. So in their mind, 22 stations and branches along with the main facility don't or will not require maintenance and up keep. We all know what would happen if we didn't keep up with the maintenance of our own homes. So management has just waited until something happens and calls in a private company to do the repairs (Surely at a much greater cost).

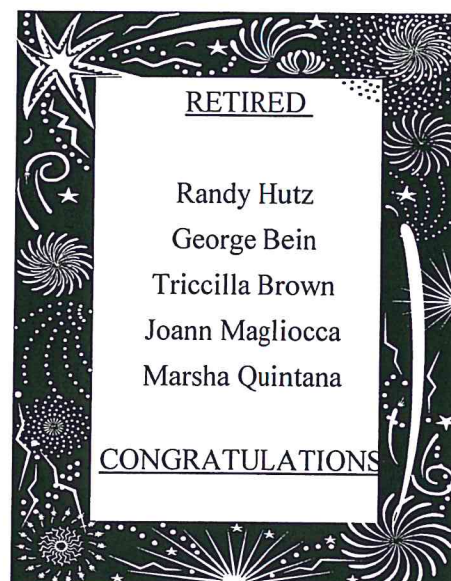
So you see when I use words like under attack, fighting, hostilities, battling, confronted and no peace these are all associated with conflict and/or combat which is warfare. As our national president put it, "Privateers in congress are using the crisis they created to justify dismantling a national treasure. They must be stopped."

The APWU is not stopping; we have been winning some battles and are remaining relentless in the fight. Just as I had proposed at the January 25th general meeting and voted on by the membership, we as a union, boycott from purchasing any items from Staples and urge other locals and our friends and family's to do the same, until they agree to staff the postal units in their stores with postal workers.

All in all the convention and subsequent seminar which included a multitude of steward training workshops was a well organized event.

Throughout the state of Florida are all going through the same stuff. We learn from each other on handling the issues and this is great!

From national, on down to the state, to our work unit and pay location; we must stand together and do our individual part in saving our jobs. We have the tools and resources to stay informed. Log on to the APWU.org web site daily, even twice a day, see what your Union is doing to protect our jobs and our way of life!



COASTAL



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BROWARD COUNTY AREA LOCAL 1201
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SIGN UP A NON-MEMBER

Coastal Breeze

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STEWARDS

FT. LAUD. MAIN FACILITY

Tour 1.....BOB SCHIFFBAUER
Tour 2.....DALE LOPEZ, CARL JOHNSON, LUIS GUERRA
Tour 3.....KEVIN ZEIM
Maintenance – Tour 1.....BOB SCHIFFBAUER
Maintenance – Tour 2.....BILL PICK
Maintenance – Tour 3.....KEVIN ZEIM
VMF.....KEVIN ZEIM
MVO–Tour 2.....Dale Lopez.....alt.....BILL PICK
MVO–Tour 3.....BOB LEHOUX.....alt.....CARL JOHNSON

OPA LOCKA

Carol City.....FREDERICKA LARKIN-JOHNSON
Opa Locka.....FREDERICKA LARKIN-JOHNSON

HALLANDALE STEWARD

Golden Isle.....FELICIA MCGRIFF
Hallandale.....FELICIA MCGRIFF

DEERFIELD BEACH STEWARDS

Deerfield Annex.....MICHAEL CLARK
Deerfield Beach.....MICHAEL CLARK
Deerfield Village.....MICHAEL CLARK

STATIONS & BRANCHES

FT. LAUDERDALE STEWARDS

Alridge.....TAMI ACHESON
Amex Tour 2.....CARL JOHNSON
Amex Tour 3.....CARL JOHNSON
Causeway.....TAMI ACHESON
Colee.....TAMI ACHESON
Coral Ridge.....TAMI ACHESON
Crossroads Annex.....CAROL ROZIER
Davie.....DOUG ELBAUM
Everglades.....DOUG ELBAUM
Galt Ocean.....TAMI ACHESON
Gateway.....TAMI ACHESON
Inverrary.....DIANE NORTH
Lauder Ridge.....CARL JOHNSON
Melrose Vista.....CAROL ROZIER
Northridge.....CARL JOHNSON
Oakland Park Branch.....CARL JOHNSON
Plantation.....CAROL ROZIER
Sabal Palm.....DIANE NORTH
Sawgrass.....DOUG ELBAUM
Southside.....LUIS GUERRA
Sunrise.....DOUG ELBAUM
Tamarac.....BRIDGETTE ANDERSON
Weston.....DOUG ELBAUM
Westside.....DOUG ELBAUM

HOLLYWOOD STEWARDS

Chapel Lakes.....SANDRA MUNOZ
Flamingo.....SANDRA MUNOZ.....ALT. JOHN KEELS
Hillcrest.....DANNY TARANTINO
Hollywood Main.....DANNY TARANTINO
Hollywood Maintenance.....DANNY TARANTINO
Miramar.....SANDRA MUNOZ
Pem. Pines Annex.....JEFF RIDDELL
Pembroke Pines.....DIANE CALFEE
Univ. Postal Store.....JEFF RIDDELL
W Hollywood Hills.....VERONICA BUTLER- MILLER

POMPANO STEWARDS

Atlantic.....DAVID VITIELLO
Coconut Creek.....JEFF RIDDELL
Coral Reef.....JEFF RIDDELL
Coral Springs.....JEFF RIDDELL
Lighthouse Point.....DAVID VITIELLO
Margate.....JEFF RIDDELL.....Alt.....DAVID VITIELLO
Pompano Main.....DAVID VITIELLO
Tropical Reef.....WALTER HILL

L&DC OPA LOCKA STEWARDS

Tour 1.....YAMILKA REYES
Tour 2.....LINDA WIMBISH-VEGA
Tour 3.....YAMILKA REYES,
DELORES MELOTTO AND HENRIETTA THOMAS
Maintenance – Tour 1.....RON WHITING
Maintenance – Tour 2.....H. DONELL WASHINGTON
Maintenance – Tour 3.....JOHN MAGGIONCALDA

DANIA STEWARD

Dania.....SHELLI KELLY

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