



The

# Union Mail

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*"The Labor Movement was the principal force that transformed misery and despair into hope and progress."*—Martin Luther King, Jr.



***NYMAPU Officers Installed—Ready for Action***

***Page 11***

# We can't do it alone



**Jonathan Smith**

**T**hese are stressful times for postal workers and our Union.

Our APWU officers are in mediation struggling for a Good Contract, Good Jobs, and Good Service. On the

local level, the Union has to file grievances to protect jobs, increase staffing, and beat back discipline. We have to educate and inform our members to fight on the political and legislative front. To do all of this and do it well, we need help. We need energy. We need to get our young members active.

When I was first in union office, management was planning to excess clerks out of New York City. The sad part was that the most JUNIOR clerks at that time had 10 – 15 years of postal service. There were no young junior clerks! No one had been hired in many years.

Hiring PSEs and converting them to career employees has changed that pattern. The future of the Postal Service and the APWU depends on these newer workers.

The Postal Service wants to take the future away from these employees. In contract negotiations, the deal breaker was management's demand to create another tier of workers with even LOWER wages and LESS benefits. The answer is NO! We can't have meaning as a union and sell out the next generation.

Senior workers have to embrace the PSEs—not just complain about

them or give them misinformation. At DVD, management has improperly “created” lead clerks. Instead of posting lead clerk bids, they have multi-rated PSEs to Level 7, and then use them against other employees as if they are acting supervisors. In other facilities, they are getting PSEs to be 204Bs and promising a career path that does not exist.

As incoming managers get crazier and stupider, we have to educate and inform people about why we have a union. The newly converted career employees should all be union members. Without our fight, the USPS would have kept them as PSEs forever; there was no intent to ever convert them.

Even this month, while conversions for clerks have been frozen due to Article 12 withholding, we have succeeded in getting PSEs converted to career in the Motor Vehicle craft. At NDC, 3 TTOs were converted. At the Manhattan VMF, 7 TTOs, 6 MVOs, 3 Vehicle Mechanics, and 1 Garageman were made regular. Even in the current anti-labor climate, we are giving people a future through the efforts of the union.

Our “attitude has to be gratitude.” Of course the union isn't perfect. For those of you, who are married, is your marriage perfect? Nothing is perfect. But instead of bad-mouthing the union, get involved to make things better.

If you have problems and questions on the job, go to your union. Don't go to your supervisor or manager. They are not your friends.

All we have is each other. That's what gives us power. Management

will move one supervisor before they move 20 workers—IF we stick together. And work together. Until we realize that, we have nothing.

Right now, the union officers are working hard to win a good contract, so we can have good jobs and give good services to the public. We are fighting to police the contract and protect your rights. We are providing updated information so that you know what political struggles affect us, what legislation is important for our survival, what role you can play. At the same time, we are offering tools to you and your family so you can plan your finances, take care of your health, and enjoy some recreational activities.

But a few people can't do it all. We need help. ☹

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# The job you save will be your own

By Tiffany Foster, Executive Vice-President



**Tiffany Foster**

I have written articles before about being on the correct operations and why it's important to move your employee badge to the operation you are performing. I understand that constantly walking to the time clock can be annoying and tedious, but it must be done to protect our jobs.

Remember, I wasn't always the Executive Vice President of NY Metro. I did what I'm asking you to do. I also made it my business to make certain that all of my coworkers moved to the correct operations all day. (This is not just the window operations. It applies to the plants as well.)

It is your responsibility to make certain you are on the correct operation. This is how we show the work area we are in and get credit for the work we are doing. In facilities like Morgan, DVD and NJI-NDC, for example, management moves the clerks around daily, but the clerks don't move their own badges. Are you sure that management is moving your badge at all and if they are moving it, are you sure they are moving it to the correct operation? It is our responsibility to make certain we are on the correct operation.

The F-22 handbook sec. 141.11 says bargaining unit employees are required to use time clocks to record their clock rings. Sec. 141.21 says in certain situations like travel or assignment away from time clock

location, the supervisor may record the employee's daily clock rings. 142.21-23 states that the employee is responsible for clocking in and reporting to their work location ready to work. It says that after the employee has clocked in, the badge serves as an assignment card indicating that the employee is assigned to and working at the particular work center. It goes on further to say if an employee returning from mealtime is to report to a different work location, the supervisor must send the badge to that work location and the same clocking in steps as at Begin Tour must be followed. Doesn't this suggest you should be hitting your own badge at every new operation or work location?

When you hit your time badge, it records the work location you are supposed to be working in. If you don't move your badge to the different operations, the system will show that you remained in the same operation the entire day. This is where the problem lies.

In window operations, most PSEs and some regular clerks just hit a begin tour (BT), not a specific operation. If you're a SSDA and your reporting time is before the windows open and you just hit begin tour, your default operation is windows (operation 355). This records in the system that you are working on the windows when you're not. This hurts the window staffing. In meetings with management they always state "the workload doesn't justify the need for the position." The data from clock rings shows more window clerks than operationally neces-

sary. So, protect your work! Hit your begin tour to the exact operation you will be working when you clock in and hit a move to the exact operation you will be working. PLEASE DO THIS EVERY DAY.

On June 30, 2015, management notified the union that they will be doing onsite Function 4 (F4) reviews beginning July 6, 2015 and ending on September 4, 2015 (by the time you receive this article, the reviews in some stations would have taken place already). The F4 review is when management comes to your station and observes how the entire operation is run. They watch how long it takes you to case the mail and sort the parcels, how many times you step off from your operation, how fast or slow you work at the window, how many times you handle the same mail and/or parcels. THEY WATCH EVERYTHING. This is management's tool to determine if staffing changes are necessary and if so where, be it reduction in workforce or changes to the employee's work hours.

All the things we need to do to protect our jobs, like moving to the correct operations, doing the job correctly during F4 reviews, going to rallies and meetings, contacting elected officials by telephone, email and/or postcard, we find tiresome and dreary. But management takes advantage of our apathy to cut jobs and close post offices.

These are not the times of old. We are in a dog fight for our existence. Management is not your friend. They have a job to do and

*continued on page 5*

## LEGISLATIVE REPORT:

# House committee backs faster mail

By Nora Mendez

**T**he House Appropriations Committee approved an amendment on June 17 to restore postal service standards, which was introduced by Rep. Chakah Fattah (D-PA), formerly the head Democrat on postal issues. The measure was endorsed in a bipartisan vote of 26-23, with six Republicans joining all of the committee's Democrats.

The legislation would rescind the lower service standards the USPS implemented on Jan. 5—which have wreaked havoc on mail delivery—and restore the standards that were in place on July 1, 2012. Following the vote on the amendment, the committee approved the 2016 Financial Services and General Government Appropriations bill by a vote of 30-20.

“It is critically important to our economy and to the citizens of our nation that they can depend on the Postal Service, wherever they may live, to be able to communicate through the mail,” said Rep. Fattah when he introduced the amendment. “We need to make sure that the people we represent have quality mail service.”

Lawmakers are starting to feel the pressure from their constituents

and the mailing industry who are complaining about the slower mail delivery.

“This is an important step forward for postal workers and our customers—large and small,” said APWU President Mark Dimondstein. “If enacted, it will mean that management must restore overnight mail delivery within cities and towns, and that the 2- and 3-day delivery standards that were wiped out in January must be restored.”

If signed into law (the full House and Senate must still pass it), the provision could actually force the USPS to reopen already closed facilities, as the standards in place before the consolidations would be reinstated.

### Postal legislation

There are currently four key postal bills pending in Congress. Two focus on restoring the service standards (HR 54) and overnight delivery (HR 784); two concern preserving door-to-door service (HR 28) and 6-

day delivery (HR 12).

There are 435 members in the House of Representatives. Although these bills for good mail service have been gaining supporters, we must keep working to get the majority of our lawmakers on board to Save America's Postal Service.

Most of the congressional representatives of NY Metro members are on board as cosponsors except for Scott Garrett (R-NJ), Rodney Frelinghuysen (R-NJ), Daniel Donovan (R-NY) and Lee Zeldin (R-NY).

We need to take the time and make a phone call or send an email to our representative. If you are not sure who your representatives are you can go to [www.APWU.org](http://www.APWU.org) and use their Congressional Information Center by clicking on the shortcut “contact your legislators.” Once there, just click on Elected Officials and you will seek a form “Search by Zip.” Put in your zip code. Immediately you will be connected with the name and email address of

both of your Senators and your Congressional representative.

The importance of getting involved now to contact Congress cannot be overstated. Act now! 



## YOUR UNION NEEDS YOU!

# Steward elections coming in October

By Flo Summergrad

Angry? Frustrated? Have family roots in struggle? Want to make the world better? The workplace safer? Want to make a difference? Want your postal job to have a future?

**W**hatever motivates you, it's time to step up and be a Shop Steward.

Often our stewards know the contract better than the supervisors do. Why? Because the Union prepares the stewards with information and training. No advance knowledge or skills are needed. You'll be given the tools to represent workers on the shop floor. If your heart is in the right place, if injustice makes you angry, this job is for you. Knowledge is power. You can't win every battle, but with knowledge of your legal and contractual rights, you can

**DANGER!  
EDUCATED  
SHOP STEWARD**

organize, educate, and lead co-workers in the fight for justice.

Shop stewards are the front line of the Union. They are the Contract Police—enforcing workers' rights when management violates them. As a steward, you will feel the empowerment that comes from being part of a union. The stronger you become, the stronger our Union will be.

The NY Metro Area Postal Union Constitution provides for steward elections every three years. Our Local believes it's an important

democratic right to be able to run and vote on who represents us on the work floor.

In many work places, union representatives have to do their jobs off-the-clock. But under Article 17 of our Contract, stewards have the right to investigate, present, and process grievances during their regular tours of duty while receiving their postal pay.

Article 17's formula for the number of stewards is applied by craft, tour, and station. NYMAPU Local officers are drawing up plans for the Pay Locations needing representation in each station and craft to correspond with where people are actually working. Election postings will define the P/Ls for each steward area, and the information the candidate must provide. ☐

## POSTAL PRIDE

**S**everal years ago all the flights were cancelled at our local airport due to a snowstorm. The roads weren't in good shape, either, but you could still get through (eventually). Our Express Mail contractor was at the airport and overheard a conversation of a medical team who needed to send an organ up to Chicago for transplant. (Champaign is about 130 miles south of Chicago.). Our contractor jumped into the conversation and advised the medical team that the Postal Service had a run going up to Chicago in the near future. A few phone calls were made all around to relevant parties, and the organ was brought up to our office and dispatched on the truck.

End of story: organ safely made it up there and by coordination between the USPS employees and the medical teams, the organ was successfully transplanted. I can't recall for sure, but I think it was a kidney. It probably saved someone's life. — Carol Bradstreet, mail handler at the Champaign, IL P&DF. ☐

## The job you save will be your own

*continued from page 3*

will do it by any means necessary and then tell you, you know I really didn't want to do it, but they made me. Sometimes our members themselves throw the Collective Bargaining Agreement (CBA) in the garbage for selfish purposes. The CBA was not given to us out of the goodness of the Postal Service's heart; it was fought for and negotiated on our behalf. Protect it and help us police it, because it's there to protect you. ☐

# GOOD CONTRACT! GOOD JOBS! GOOD SERVICE!

## Union fights for fair contract



By Nora Mendez

Representatives of the APWU and USPS met with officials of the Federal Mediation and Conciliation Service (FMCS) on June 9 to begin mediation on a new collective bargaining agreement after the USPS scuttled any prospect of reaching a deal by insisting on severe cuts in pay and benefits, despite the fact that progress had been made on many non-economic issues.

Mediation is when a neutral third-party assists two sides in reaching an agreement. Mediators make suggestions and offer procedural or substantive recommendations. Their tool is the power of persuasion, as they have no authority to impose settlements on the parties.

The Postal Service's economic proposals include:

- Eliminate cost-of-living adjustments as they currently exist;
- Increase employees' costs for healthcare coverage;
- Create a new, permanent lower pay scale for future career employees and reduce benefits;
- Increase the percentage of non-career employees,
- Weaken protection against layoffs.

While the USPS cries broke, it pays its Union Busting attorneys \$625.50 per hour, or about \$50,000 for every 80 hours of "work." And you wonder why management is

demanding pay cuts and give-backs from the workers? The firm Morgan Lewis is considered one of the leading union-busting law firms in the country.

### The APWU leadership stands firm

"The APWU is fighting for a just future—for a strong Postal Service for generations to come and 'economic justice' for the workers and retirees of today and tomorrow," President Dimondstein said.

In the 2010-2015 Collective Bargaining Agreement, APWU-represented employees voluntarily gave up almost \$4 billion in wages and benefits. These concessions included two years without wage increases, the elimination of two COLAs, the creation of a new lower second-tier career workforce, and a large, new non-career workforce. This time the APWU entered this round of negotiations saying, "Enough is enough! No more concessions!"

The APWU's proposals include:

- Fair and reasonable wage increases;
- Limits on subcontracting;
- More career jobs;
- Improvements for Postal Support Employees (PSEs);
- Limits on excessing, and
- Better service for our customers.

"A union that's worth its salt must protect those who came before us, those in the active workforce (both career and non-career), and those of future generations," said APWU President Mark Dimondstein. "As your chief negotiator, I reject management's divide-and-conquer tactics of appealing to the most selfish part within us, to just focus on the 'well-being' of long-term employees, and once again sell short our newer employees and future postal workers. If we buy into these tactics, we also undermine all postal workers who then become more vulnerable to the downward pressure on wages and benefits and become subjected to increased harassment as management tries to drive out the higher-paid, long-term workforce."

In accordance with the Postal Accountability and Enhancement Act (PAEA), if bargaining reaches a stalemate, the union and management must participate in mediation unless they agree to an alternate method. The parties will proceed to arbitration if attempts to mediate a settlement are unsuccessful. Mediation is expected to last at least 60 days.

The protections of the 2010 Collective Bargaining Agreement remain in full force and effect until a new contract is reached. ☐

# THURSDAY IS UNION PRIDE DAY

## Show them we stand together!

By Flo Summergrad

**T**hursdays, wear Union shirts, buttons, gear. Stand up for Good Contract! Good Jobs! Good Service!

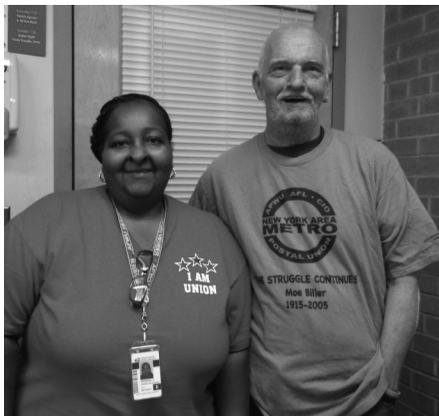
As our APWU negotiators are

fighting for a good Contract, member involvement can make a difference.

President Mark Dimondstein says: “Postal management pays attention to how many of our mem-

bers are wearing union buttons, stickers, and T-shirts . . . They take it as a measure of the Union’s strength.”

Keep the pressure on! ☑



Members enjoy showing Union Pride at Church Street Station, Times Square, and the New Jersey International and Network Distribution Center. Keep building Union Thursdays!

[Send photos/selfies to [Florence.summergrad@nymetro.org](mailto:Florence.summergrad@nymetro.org), [jrenee.bost@nymetro.org](mailto:jrenee.bost@nymetro.org) for future issues and the Local website, [www.nymetro.org](http://www.nymetro.org).]

## PART I

# The “D” words

By Nora Mendez

**T**he United States Postal Service might never get an “A” or a “B” in customer service and on-time delivery again due to Congress and management’s obsession with all things “D”: **divert, defund, demoralize, demonize** and **dismantle**.

For years we had the most efficient postal system in the world. It delivers more mail to more addresses a day with some of the lowest postage prices of any industrialized country. Across America post offices are the center of their communities. And, getting a job at the post office enabled many to achieve relatively decent wages.

Yet, for the last 40 years, the post office is being privatized, piece by piece, step by step. How? By sticking to the “D” plan.

### DIVERT

For several decades the USPS has been diverting work and money to private companies. USPS pays billions of dollars a year to contractors who are doing work previously performed by unionized postal workers. The expansion of retail services to the private industry is to replace brick-and-mortar post offices with stores like Staples. Offering more workshare discounts to private mail sorting facilities gives an excuse for closing mail processing plants across the country. And the wholesale subcontracting of its transportation and maintenance operations are just a few examples of how the privateers are plundering the Post Office.

### DEFUND

In 2006, the United States Congress

passed the Postal Accountability and Enhancement Act of 2006 (PAEA). This bill required that the USPS pre-fund its future health care benefit payments to retirees for the next 75 years in ten years. Under the PAEA, USPS is required to make \$103.7 billion in payments by 2016 for people who aren’t even born yet! None of the money that the USPS contributes to this fund can be used to pay for current retiree health benefits. This is something that no other government or private corporation is required to do and is an incredibly unreasonable burden that put the USPS on its current “death” spiral.

USPS management’s approach to dealing with the financial stress the PAEA created has been decidedly anti-worker and in line with those in Congress who would privatize the sector, including degrading the deliv-

ery service standards by intentionally slowing down the mail.

The PAEA is part of the “Starve-the-beast,” neo-liberal strategy that attempts to shrink the size and role of government in order to make it ripe for privatization. Yet, despite the internal/external sabotage of America’s Postal Service and the barrage of bad press written by paid economists and passed as “news,” the US Postal Service continues to be ranked the most liked and trusted agency by the American people.

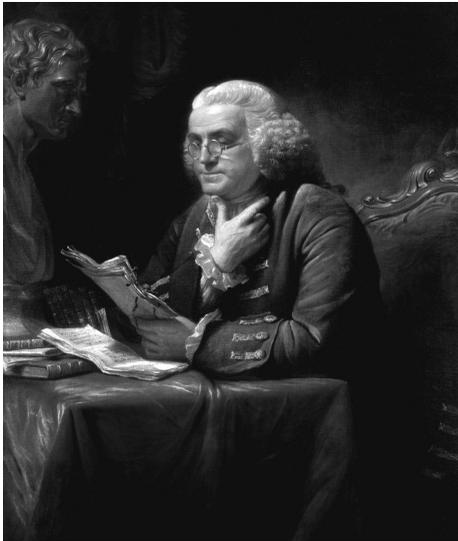
As APWU President Mark Dimondstein explains: “It’s hard to destroy a public service the people support. That’s why would-be privatizers are starving the Postal Service, undermining service, and frustrating customers.”

[Look for “The ‘D’ Words” Part II in the next issue of The Union Mail]



**APWU President Mark Dimondstein made the case for solidarity at the national convention of the 1.5 million member American Federation of Teachers (AFT) convention, “We too are in the public sector, we too are meeting the needs of people. We’re facing some of the same problems you are—I call it divert, defund, demoralize, demonize and dismantle.”**

# Postal Unions ask President to proclaim July 26 “Postal Heritage Day”



**Benjamin Franklin, first Postmaster General of the United States**

July 26, 2015, is the 240th birthday of the Post Office—making it older than the United States itself. The Presidents of the four Postal Unions sent a joint letter to the White House asking that this be designated “Postal Heritage Day,” on behalf of the nearly 500,000 postal employees all across America. They reminded President Obama that, “The USPS is the governmental agency which most interacts with the American people. Postal employees have repeatedly been recognized as the government employees most trusted by the citizens of our great country.”



# Postal News Briefs

## GYROCOPTER

In an act of peaceful civil disobedience, Florida letter carrier Doug Hughes landed a gyrocopter on the U.S. Capital lawn. He was carrying personalized letters to every member of Congress about the need to return our democracy to the people from the Big Money interests that are currently dominating our political landscape.

Hughes was arrested and faces up to nine and a half years in prison if convicted.



## APWU PROTESTS STAPLES/OFFICE DEPOT MERGER



The American Postal Workers Union (APWU) held a briefing on June 19, immediately following the Office Depot shareholders meeting, to outline why federal regulators should block the merger between Staples and Office Depot.

## BOG NOMINATIONS

The Homeland Security and Governmental Affairs Committee approved President Obama’s USPS Board of Governors nominee David Shapira. Mr. Shapira and four other Board nominees now await a vote on the Senate floor. David Shapira is the Chairman, CEO and President of Giant Eagle, Inc. In 2014 he contributed \$100,000 to American Unity Pac. This pac funds Republicans in Congress.

## FEDERAL EMPLOYEE DATA BREACH

Days after a precedent-setting agreement approved by the National Labor Relations Board allowing the APWU and its sister postal unions the right to bargain with the Postal Service over a massive data security breach that took place in 2014, another breach occurred. It is believed that the Central Personnel Data File was the targeted database, and that the hackers are now in possession of all personnel data for every federal employee, every federal retiree, and up to one million former federal employees.

## COURT STAMPS OUT POSTAGE HIKE

The U.S. Court of Appeals for the District of Columbia Circuit ruled that The U.S. Postal Service will have to roll back from 49 cents to 46 cents. The court ruled that the 3 cent emergency hike should not become permanent. The aftereffects of the recession have become “the new normal,” and the Postal Service must adjust to that reality. ☐

## HELP WANTED

**THE UNION MAIL NEEDS YOUR SKILLS!** Can you take high-quality photos? Draw/create editorial art? Write? Report? If you’re ready to use your talents to enhance *The Union Mail*, send an email with information about yourself to the editors: [florence.summergrad@nymetro.org](mailto:florence.summergrad@nymetro.org) and [nora.mendez@nymetro.org](mailto:nora.mendez@nymetro.org)

# Workers' Compensation worth fighting for

By Flo Summergrad

Since postal workers' wages are not paid from tax money, what is the point of privatization?

As federal employees, we are covered by many national laws that do not apply to workers in the 50 states. This includes rights to federal EEO, veterans' hiring and protection of the Merit Systems Protection Board, and the Federal Employees Compensation Act (FECA).

These rights that we take for granted are well worth fighting for. As much as we complain about hurdles and delays with the Office of Workers Compensation (OWCP), compensation protections elsewhere are being whittled away at an alarming rate. In an article entitled, "Injured Workers Suffer as 'Reforms' Limit Workers' Compensation Benefits," Howard Berkes and Michael Grabell, explained: "At the turn of the century, the industrial revolution led to an increase in job injuries. Workers' compensation was a bargain between labor and employers by which injured employees traded the right to sue . . . in exchange for a measure of security that medical and living expenses would be paid."

In the '70s, along with the passage of the Occupational Safety and Health Act (OSHA), President Nixon picked John Burton, a Republican economist and law professor, to head a commission to study state compensation laws. They concluded that the state laws were "inadequate and inequitable," and made 19 recommendations for standardizing the handling of work-

ers' compensation.

Yet, in 2015, a Pro Publica/NPR analysis of state laws done in consultation with that same John Burton found that only 7 out of the 50 states now follow those recommendations! Burton describes the compensation cuts as a "vicious period of racing to the bottom."

State lawmakers justify forcing injured workers and their families into desperate situations by the need to attract industry. If workers' comp costs are high, they argue, businesses will pick another location. Instead, the cost of decimating the injury compensation system is being borne by the taxpayers. Rather than insurance companies and employers paying for unsafe workplaces, 2/3 of costs have been shifted to programs like Medicaid, Social Security, and Public Assistance. The burden ultimately falls on the workers, adding insult to injury.

Since 2003, 33 states have reduced benefits or made it harder to qualify. Many have enacted arbitrary cut-off dates. In 37 states, workers cannot pick their own doctor; medical decisions are controlled by the employers and insurers.

The FECA, which covers postal workers, has so far survived this assault on the 1972 standards. This law has been incorporated into our Employee & Labor Relations Manual (ELM). ELM 540 includes the language entitling injured workers to prompt and ongoing medical treatment, the right to choice of physician, and pay protection.

The Postal Service is obligated

by law to pay for this insurance coverage. Once the USPS is broken into private companies, federal compensation protections would be discontinued. This is another proof that corporate greed is the driving force behind privatizing the public postal service.

Through our unions, postal workers can be in the forefront of turning around this "race to the bottom." By fighting to protect our status as federal employees with rights under the FECA, we can push to restore workers' compensation protections in the 50 states. ☐

## Union Mail honored



The NYMAPU publication, *The Union Mail*, won 5 awards in the 2014 Metro NY Labor Communications Council contest. Winning articles were by Nora Mendez, Flo Summergrad, and Chuck Zlatkin; the winning cover photo was by Shatekqua Scott (daughter of member Denise Scott); and the overall publication received special mention for General Excellence. Thanks go to our graphic designer, Bernadette Evangelist, for making our paper look professional and eminently readable! ☐

## CALENDAR

### Wednesday, September 16

5:30 pm

General Membership Meeting

Hotel Pennsylvania

401 Seventh Ave (between 32 and 33 Streets)

Paris/Zurich Room, 6th Floor

### APWU LOCAL 10 BLDG. CORP

Beginning Balance as of 05/01/2015	\$ 143,847.06
TOTAL REVENUE 05/2015	\$ 138,647.60
Total Operating Expenses 05/2015	\$ 63,715.49
TOTAL NET INCOME 05/2015	\$ 74,934.11
Closing Balance as of 05/31/2015	\$ 218,781.17

### July/August

#### Don't Buy Staples! Rallies

will be scheduled throughout our area. Check website or call Union Office. (Kevin Walsh 212-563-7553) for locations and times

# Local officers installed

**May 20, 2015**—As per the NY METRO Area Postal Union Constitution, newly elected officers and trustees were duly installed at the general membership meeting. The installation was attended by members, family, friends, and the APWU National Business Agents of the NE Region.

Since this was the final day of national contract negotiations, Local President Jonathan Smith's role on the Rank & File Bargaining Advisory Committee required him to be in Washington, DC. Through modern technology, Jon and National President Mark Dimondstein were able to participate in the installation via teleconference. President Dimondstein administered the oath of office to the NYMAPU administration.

The following are the officers of our Local for the 2015 – 2018 term:



**NYMAPU officers being sworn in.**



**Installed officers not pictured above: (left to right) Vito Fallacara, Diane Erlanger, Jonathan Smith, Bill Kreutter (front)**

President: *Jonathan Smith*  
Executive Vice-President: *Tiffany Foster*  
Secretary Treasurer: *Sharon Tyrrell*  
Director of Organization: *Kevin Walsh*  
Director of Industrial Relations: *Daniel Zachman*  
Coordinating Vice-President: *Flo Summergrad*  
Political and Legislative Director: *Nora Mendez*  
Director, Morgan P&DC: *Jackie Owens*  
Assistant Director, Morgan P&DC: *Pete Nunez*  
Director, DVD P&DC: *Darren Smith*  
Assistant Director, DVD P&DC: *Howie Satterfield*  
Director, NJI&NDC: *Gary Janz*  
Assistant Director, NJI&NDC: *Vito Fallacara*  
Director, Clerk Craft: *Diane Erlanger*  
Assistant Director, Clerk Craft: *Tom Athanasakos*  
Director, Maintenance Craft: *Bill Kreutter*  
Assistant Director, Maintenance Craft: *Glenn Weekes*  
Director, Motor Vehicle Craft: *Denise Holland*  
Trustees: *Kathy Gwyn (not pictured), Barbara Harris-McKenzie, Beverly Moore, Kim Smith, Lillian Yousif (not pictured)*



New York Metro Area Local, APWU  
350 West 31st Street, 3rd Floor  
New York, NY 10001  
BUG

Periodicals class  
POSTAGE PAID  
at New York, NY

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**Join NYC's Working Families  
and New York Metro  
for the  
2015 Labor Day Parade  
Saturday, September 12, 2015**



Come march together to Save America's Postal Service!  
Let's show the strength of Union families.  
T-shirts and a Good Time for all!

*Meet at 10:00 AM on 45th Street between 5th Avenue and Vanderbilt*