



# The Springfield Rifle

ELECTION ISSUE

APWUSAL.ORG

April 2021

## APWU 497 LOCAL ELECTION

VOTE



EXERCISE  
YOUR RIGHT

### MAIL IN YOUR BALLOT ASAP

ELECTION ISSUE

APWUSAL.ORG

APRIL 2021

## ELECTION DATES

APWU 497 contracted with AAA to conduct our election balloting. The mailing of ballots shall take place on **Monday, April 19, 2021** with the deadline to return ballots scheduled for **5:00 PM Monday, May 6, 2021**. Due to the COVID pandemic restrictions, the counting of ballots is scheduled to take place at AAA's office located in NYC at **10:00 AM Tuesday, May 7, 2021** and will be live streamed at Local 497 Union Hall at 1124 Berkshire Ave., Springfield, MA 01151. Members in good standing are invited to attend. The ballots will be held by AAA under lock and key at all times.

**Voters with missing or damaged ballots will be directed to request replacements by calling the AAA Duplicate Hotline 1-800-529-5218 Monday through Friday, 9:00 AM to 5:00 PM. This number is to be used only for duplicate ballot requests.** Members may also make requests by e-mailing Sacha Ulerio at [ulerios@adr.org](mailto:ulerios@adr.org). Voters are asked **not to call prior to April 26, 2021**, to allow sufficient time for delivery of all packets.

**Please don't wait until the last minute to return your ballots.  
USPS has changed delivery standards, first class letters can take 1-3 days.**

## CANDIDATE STATEMENTS

Candidates for contested positions in the 2021 APWU Local 497 Election were invited to submit an article of no more than 600 words to be printed in a uniform font, but otherwise unedited in this Election Edition of The Springfield Rifle.

**CANDIDATES FOR ELECTION****PRESIDENT** (vote for 1)

Russ Evans  
Tara Lanzo

**EXECUTIVE VICE PRESIDENT**

Ed Rowell (Unopposed)

**SECRETARY**

Stu Kibbe (Unopposed)

**TREASURER** (vote for 1)

Mario Colucci  
Manuel R. Gonzalez

**EDITOR**

Jennifer Brouillette (Unopposed)

**CLERK CRAFT DIRECTOR** (vote for 1)

Debra Jacobs-Wheeler  
James Long

**MAINTENANCE****CRAFT DIRECTOR** (vote for 1)

Enid A. Rivera  
Richard Peabody

**MOTOR VEHICLE****CRAFT DIRECTOR** (vote for 1)

Charlie Morin  
Justin Lincoln

**RESEARCH AND EDUCATION****DIRECTOR** (vote for 1)

David Bogacz  
Pete Mooradd  
Deborah Koscielski

**TRUSTEES**

Jesse Dane (2 Vacant Positions)

**VOLUNTARY BENEFIT  
PLAN REPRESENTATIVE**

Jenny Bogacz (Unopposed)

**SERGEANT-AT-ARMS** (vote for 2)

Nick DeFeo  
Sean P. Hayes  
Anthony Salvatore

**LEGISLATIVE DIRECTOR**

No Candidate

**SAFETY AND HEALTH REPRESENTATIVE**

David Veilleux (Unopposed)

**EXECUTIVE BOARD AT LARGE  
OVER 50 MEMBERS** (vote for 1)

James Davis  
Daniel Rosso  
Amber James  
Sasha Gooden-Blake  
Bill Duggan

**EXECUTIVE BOARD AT LARGE  
UNDER 50 MEMBERS** (vote for 1)

Justin Deslauriers  
Andy Mayo

**WEB MASTER**

No Candidate

## Candidate for President Russ Evans

Union Brothers & Sisters,

My name is Russ Evans. I am a 34-year postal service worker who has been a Union member since day one. I am currently your Local 497 President. I would like to continue serving you, our membership, as President in 2021, and I'm asking for your vote.

Here is why. My experience as Union President has been remarkable as both a Union brother and as a dedicated employee. I've learned so much along the way—the first rule being ALWAYS put our union brothers and sisters first no matter how difficult or delicate the situation. I believe my diversity of experience and my proven results-generating commitment to our Union makes me the best candidate for President of our Local.

Over my three-decade career, I worked as a PSM clerk, as a Level 7 window clerk, and as clerk in Main Street Station. I served many of those years as a shop steward. In addition, I served as a member of the local contract negotiation team in 2015, served as Craft Director in 2015 – 2017, and was appointed vice president in 2017 prior to taking over as President.

I am the only candidate who has completed our challenging national Arbitration school; a week-long program that taught me how to become a powerful advocate for our Union brothers and sisters.

In addition, I have 15 years of experience working within our AO's. I know what it's like to be on the work-room floor. The point is, there's really nothing I wouldn't do for our Local membership, because I've been a part of you all for so long. I enjoy traveling to our area offices, stations, and local branches to stay connected with membership, and to see that you are fairly represented no matter where you are.

Highlights from my current term as President:

- Battled for MVS members through arbitration to increase the number of career positions, and to thwart management's continued attempts to contract out jobs.
- Settled grievance for the improper way that management tried to implement the function 4 scheduler. The amount of that recent settlement is \$210,000 dollars.
- Negotiated a temporary Local Memo of Understanding (MOU), allowing APWU represented employees to work additional overtime during the COVID – 19 Pandemic.
- Actively involved with the administration of COVID leave and answering all inquiries about COVID – 19 leave, to ensure everyone who was entitled got paid.
- Successfully arbitrated a settlement for \$146,000 dollars for maintenance for the contractor installing the dock locks.

Over the past three years, I have made some tough decisions that may not have been popular. These decisions have always been based on the contract language and what is good for this local and its membership.

As President, I've shared my personal cellphone number with everyone I've met, and I take calls seven days a week, day or night. I think it's important for our Local to have leadership that can respond when needed. Never has this been more important than 2021—a national contract year. The time is approaching for another round of local negotiations across our Union, including our AO's.

There is no substitute for the vast experience I bring to the negotiations table.

In me, Russ Evans, you have a candidate who has “been there and done that”; someone who knows how tough a job it is. Vote for me so we can continue what we started when I became President in 2017. There's more work to be done—let's do it together in solidarity.

A Vote Russ Evans for President of Local 497!

Sincerely,  
Russ Evans  
President, Local 497

## Candidate for President Tara Lanzo

Union Brothers and Sisters,

My name is Tara Lanzo and I ask for your support in my run for President of Local 497. It is here that I raise my hand and say, "I can help. I can make us stronger." As dues paying members, I want every person to feel represented. Everyone on even ground. No more favors or friendly deals with management. We all want a fair and strong union. I believe I can move our local forward instead of being stuck.

The infighting amongst our union leaders needs to change so that we can continue to grow and fight for what is important to our members. To facilitate this change I will delegate reoccurring violations to the craft directors. I will hold craft directors responsible for issues such as holiday pay and overtime grievances. The president should be working on the bigger picture – job security, bid retainment and how the impact of Postmaster De-Joy's plans will affect us and how to keep our livelihoods viable.

"You know mostly when people say it's for the best, it's for the worse." Quote from the *Queen's Gambit*. We need to stop our officers from *telling* you what they can do and start *showing* you what they can do. Stop letting your officers tell you that it is the way it is. Make them show you how they can fix it. What we do know is that history repeats itself. If we continue as we are nothing will change. Now is the time to get a new perspective and forge a different path.

This next term of office for the elected officials will be one for the books. Continued pandemic relief, management's desire to break unions, increasing volume and decreasing positions. If we continue to have poor union leadership in place, it will be unmanageable, and we will all lose.

Management wants to negotiate and make deals with the union outside of contractual guidelines because it has been allowed to over the last few years. It is time for that to stop and keep management to the contract that they agreed upon. I will see that management follows the contract and be held accountable at all turns.

As president I want all stewards to be held accountable for all contact throughout the grievance procedure. We will all benefit from proper communication. This has affected myself and I know how important it is to you. I want arbitrations to be scheduled in a timely manner. We have trained advocates and the ability to move many grievances forward. Arbitrations have not been utilized by the current administration. This needs to change.

I pledge to set hours to be available for all tours, where I will be on the workroom floor and will encourage the craft directors to do the same. Those of you that know me, know that I use my voice. Sometimes it's calm and quiet and sometimes it's a lion's roar. Either way, I am not shirking in a corner or hiding in an office waiting for things to disappear. I am using my voice to make things happen.

It is time for a new perspective. We need to bring the standard of representation back to where it should be. New perspective. New ideas. New voices at the table.

Please vote for Tara Lanzo.

## Candidate for Treasurer Mario Colucci

My name is Mario Colucci, and began to work with United States Postal Services about six years, one month, and twenty two days. At the local 497 union's hall I was nominated as Treasurer by an anonymous person. I accepted the position and asked my co-workers their thoughts about me holding the position of Treasurer, and they replied this:

“Mario Colucci as treasurer, because of his knowledge, expertise in technology with a broad understanding in finance he will be a great addition to our local union 497 and I know Mario's goal would be to achieve changes.” — **David V.**

“I confidently nominate Mario Colucci for Treasurer for our local 497. I know he is a dedicated union member, he takes his membership seriously, and he is well qualified to hold Treasurer position in our union. I also know his knowledge of technology and accounting makes him a desirable and qualified candidate for this position.” — **Mark L.**

“I know Mario Colucci would be a great treasure there is no one that I have talked to that knows more about stocks, bonds and how the market works more than him.” — **Henry J.**

“The main reason I believe Mario Colucci should be the Treasurer of APWU local 497 is that Mario has a good background in finance, investment, and accounting!”  
Together in Solidarity — **Charles F Morin**

“He should be our local 497 union Treasurer because of his experiences in finances, owner of businesses, and he will be a great beneficial to our union on facts and transparency to all members. I know he is the right person for the union Treasurer.” — **Mark M.**

I am well educated in math, geometry, finance, exceptionally knowledgeable in computers, I was a safety assistant manager to a 600 plus Class A drivers company (BH Trucking). Today I work USPS and own few Hair Salons. My thirst for knowledge gave me an unbearable addiction to know more, there is no end to it, and I am always constantly learning new things.

It is my honor to serve all APWU members, if you gave me that chance.

Thank You  
Mario Colucci

“TIME” is the answer to all Solutions.

## **Candidate for Treasurer Manuel R. Gonzalez**

Hello all APWU Members,

My name is Manny Gonzalez and I am running for the position of the APWU Treasurer. I am currently an MPE Mechanic in the Maintenance Craft and have been in this craft since February 2019. I have worked here for a little over 2 years now and must admit that I have grown a desire to be apart of something larger than just my Postal career choice. I love what I do as an MPE Mechanic but have always felt the need to find a way to apply myself in another manner applicable to my days in College. To give a little further context, in 2018 I earned my degree from Westfield State University. My field of choice was Business Management / Economics with a concentration in Finance and having attained this degree, it was always my intention to pursue a position that would allow me to apply the skills I learned in school. I have always loved the idea of bookkeeping, keeping track of income and expenses with relation to financial planning and playing the role of my own financial advisor with respect to my major. I had a great passion for what I learned in school so much so that I often find myself still attempting to find ways to apply the skills I learned in school in my own way. Again, this desire to be apart of something applicable to my major was furthered when I began my career here at USPS. This is in part due to becoming a Mechanic and that being a very stark difference in contrast to what I learned and expected to pursue after graduating. Since then, I have attempted to find a space to get in where I fit in so to speak and fulfill that role I intended to fill prior to seeking employment in USPS. Therefore, I am extremely grateful to whomever nominated me for this position in the first place as it was very much unexpected for this opportunity to present itself. I am also appreciative as this is the door opening to that chance to pursue my degree in a different context and feel at home with the expected duties, while I still learn my way around Maintenance. Having familiarized myself with the Local 497 Constitution and By-Laws and what this position entails, I will admit that at a surface value the duties sound daunting. However, I remind myself that I have been faced with the adversity of earning my degree in the first place and did not work 4 long years to be afraid of what I have a passion to do. I will graciously accept the responsibilities that are attached to this title and ask that the members of this Union consider my name and qualifications as the basis for a vote to this position. I thank all in advance for the opportunity to run.

Vote for me, Manuel Gonzalez, for Local 497 APWU Treasurer

## **Clerk Craft Director Debra Jacobs-Wheeler**

Hi Brothers and Sisters in Solidarity,

My name is Debra Jacobs-Wheeler and I am running for the position of Clerk Craft Director. First of all I would like to thank Jim Long for stepping up to the plate when there was no one else interested. We need each other to stay strong. This is a union that belongs to everyone. Your officers are as good as you make them. Don't be afraid to share your thoughts and ideas. Your input is vital in keeping this organization running smoothly. If we keep our differences in the way there is no way we can move forward. I have been employed with the Postal Service for 35 years. I have seen many changes in that time some I don't agree with but I am willing to keep fighting on. I have held the position of steward, Bid Clerk, and Research & Education Director during my time with the APWU.

This is a new day. Our solidarity needs to grow so we can get the best of what is yet to come.

God bless you and the APWU.

Thank You!

## Clerk Craft Director James Long

Dear Sisters and Brothers of the Clerk Craft

I would like to begin by saying it has been my honor to serve you these past four years as your Craft Director. Let me begin by telling you my qualifications for this position. I started as a Steward in 2003 with then President Fred Lowney. I happened to have the great fortune to work with Jim Girard as my Chief Steward. There is no one who is more knowledgeable in the Clerk Craft than he. I served as an Alternate then Regular Steward. I took some time off and then came back for the cause. I stepped up to Craft Director in 2017 because no one else would. I have been in that position since.

I would like to thank all my Stewards, present and past for their hard work. It is a very thankless job, but because of their hard work we obtained one of the largest, if not the largest settlement in the history of the Clerk Craft. I have finally have a good balance of younger and older Stewards, which someday I hope will lead us to the next great generation of union representation. I have an open door policy about speaking with any member. Every member can speak to me at any time. I am here fifty to sixty hours a week. I will either be on the floor or in the office. I don't mind coming in early or staying late if a member has an issue.

I keep mentioning members, you may be thinking why. Here is the bottom line, if you are a non-member you have no rights with me. I don't care what the circumstance. Membership does have its' privileges. I don't even care if they file labor charges against me. Which a non-member has done. Non-member feels they should have the same rights as a union, dues paying member! Not in my book! They only take the pay raises and the seniority which is afforded to them by the union and don't contribute a thing. They live off the backs of our dues!

I would like you to know that this union needs to have a system of checks and balances. I have always fought against Management. They say yes I say no. This has caused a rift in other union officers. I am more old school union. I fail to accept the let's get along theory. I am here solely to enforce the contract when it involves a union member. If I disagree with higher ranking officers, then so be it! I know most of you know that the President and I rarely see eye to eye. The plain fact is that I am sure he would rather see a yes person in my place. We need someone to speak up even if it's against our own.

I can't promise that everything will be smooth in the future. The Postal Service is going to continue to change. I fear not for the better. I would like to continue to provide a strong voice with Management and also union leadership if I feel it's not in the crafts best interest. I will continue to be outspoken about any issues involving the craft and our members. I hope that when it comes time to vote that you keep that in mind and vote for me. Thanks for your time and consideration.

Yours in Solidarity,

Jim Long  
Clerk Craft Director

## Maintenance Craft Director Enid A. Rivera



Brothers and Sisers,

My name is Enid Rivera and I am running for Maintenance Craft Director. I would like to share a little bit about myself. I have a Bachelor's degree from American International College.

A degree that was obtained whilst working full time in the post office. Currently, I hold a bid in Maintenance as a Maintenance Support Clerk that I have held since 1999. In addition, I have been an APWU steward for 12 years, representing members on all three tours. I am hardworking, organized, self-sufficient, relentless and ambitious with qualifications that management is aware of through their meetings with me in a steward capacity. In 2020 alone, I filed over 80 grievances, the majority of them being settled at the lowest level. I filed these grievances for Tour 1, Tour 2, and Tour 3 employees getting a great deal of members monetary compensation for contract violations.



Based on my numerous years with the Union, I have reflected on the insufficiencies of the incumbent and therefore proposing the following changes:

- First and foremost is staffing. I will ensure that we preserve jobs and hold management accountable. There will be no more settling for grievances that provide us with less staffing than what was originally agreed upon. Staffing must, and will be, taken to arbitration.
- All maintenance employees will receive their proper training and schooling. I will hold management accountable for the necessary and proper training to ensure the safety and upward mobility of our craft members.
- I will grieve work that has been contracted out. Especially if the maintenance employees are qualified to perform such work. In the past, I have won grievances where management has had to pay for doing such acts.
- I will make myself accessible to all. I will be present, visible, and available maintaining direct contact with all of you. As a steward, on and off the clock, I have answered calls and emails to assist members with contractual violations.
- I will solicit for more stewards, especially on Tour 3. They have been without union representation for far too long. I was the only steward in the current administration that stepped up to ensure that Tour 3 at least had their grievances and contractual violations heard. I will strive to have stewards that are properly trained, applying information and corrections to better equip them and keep the stewards abreast of current issues. I will expect only professionalism from myself and the stewards under my direction.
- Lastly, I will ensure that all grievances get filed in a timely manner. The Line H grievance is a prime demonstration of how ineffective the process has been thus far. Members of the custodial craft are just now being heard for the 2018 Line H grievance. The Line H grievances for 2019 and 2020 were put on hold; that is money out of the pockets of our members. Past awards have been in large sums. A win for the union is a win for all of us.

I respect each member and their role in Maintenance. With conviction and clarity, I will defend and uphold the contract.

A craft is like a tree, it only stands tall with strong roots.

It's time to vote for a new voice.

It's time to vote for a change.

Vote for me, Enid Rivera, for Maintenance Craft Director

## Maintenance Craft Director Richard Peabody

Brothers and Sisters, my goals moving forward are to continue fighting for more jobs and stopping the reversion of any more. I am currently working on two key staffing grievances; eWHEP and MS-1. EWHEP is the program that the Post office uses to formulate the staffing numbers for MPE's, ETs and MM-7s. The MS-1 handbook contains the formulas that create the BEM staffing numbers. I also work with the Pittsfield and North Adams post offices, protecting custodian work in both of these AO's. I have worked with the AMTs (Area Maintenance Technicians) and will continue to working with them to protect their work also.

I would like to thank everyone for their support over past 5 years as your Craft Director. When I was appointed, *no one* wanted this job, so I stepped up and was thrown right in to the fire with no warning. I want the membership in maintenance to know that when I took over I had received *NO* pass-down from my predecessor which forced me to go into this position totally blind. I had 47 cases pending at step 2 at the time when I took over with no notes or communication from our predecessor. I only had what was in the case file, I was told nothing. I did what I had to do by following the contract and LMOU, to settle those cases.

In the past five years, I have won jobs through arbitration equaling 11 MPE's positions. Under MS-1, I was able to get 4 BEM jobs. We increased our MM-7 positions by 17. We have filed 3 grievances for Line H fiscal year 2018 for Springfield NDC and Main Street Station; we also filed the line H grievance for Springfield NDC fiscal year 2019. These grievances have had been scheduled numerous times for arbitration duo to COVID related issues and have since been postponed.

With our stewards and under my leadership, we have achieved many things in the past five years. I've protected our work; I have settled 18 paid grievances at step 2 when contactors did our work with snow plowing in the employee parking lot. I've stopped supervisors from doing craft work with paid grievances. Article 7 grievances have been settled at pre-arbitration, stopping management from trying to send MOS clerks to work in the clerk craft. I have won or settled multiple article 32 violations, one of which was an arbitration award for \$160,000.00 for contracting dock locks being installed, which was awarded to the BEMs and MM-7s. I have worked with our advocate to settle two grievances on contractors doing work in Penthouse at a total of \$60,000.00.

I want to make this clear, I am 2<sup>nd</sup> generation Union. Over 50 years ago, my father walked out on strike to help forge this Union for future generations; so it's in my blood. I believe in continuing this fight the generations to come. Over that past 5 years, I have faced many challenges. I have overcome most, but for transparency's sake, have also made some unpopular decisions all with the good of this local in mind. I am willing to work with you in the never-ending fight to protect your jobs and work for all occupational groups; with your support, I would like the opportunity to continue representing you and this local. Thank you so much for your support.

In Unity,  
Richard Peabody  
Maintenance Craft Director

## Motor Vehicle Craft Director Charlie Morin

Hello to all my MVS APWU brothers and sisters! As you all know election season is here, and I have decided to throw my hat in the ring one again. In my return to the MVS office I have seen things that have caused me concern. Contract violations, seniority violations, canceled bid runs, preferred assignments violations, VOA job duties violations, and contracted work... I've seen this before, and it is a slippery slope we do not want to go down! That is not to say others are doing badly, not at all, we are a team and I respect all the players! But I believe my many years of experience give me the edge to lead this team through these changing times in the Postal Service.

Many of the newer drivers may not know that I had started here as a TTO driver in 2004. Back then we had 68 drivers. Eventually I moved to being a VOA, and was later sworn in as Craft Director because the previous Director left us for the DSI job. So I served for the remainder of his tenure then I was elected to the position for 9 years. In that time we fought for, AND WON jobs. Jobs that our REGIONAL office refused to give us despite a NATIONAL award. These included New Jersey etc.... It was a long multi grievance arbitration process but we eventually preserved and gained 45 jobs. This helped MVS grow to a whopping 110 drivers with us continuing to chase several other contracts.

We also had several very successful Local negotiations protecting and expanding MVS employee rights for better working conditions. For those of you who were not here during some of management's worst violations of our THS runs, we had successfully won one of the largest locally based settlements averaging a \$ 1000 to \$1500 per driver!

My greatest goals are to protecting our jobs, protecting our rights, and continue to grow the department. More jobs equal more security. I genuinely believe that with my knowledge, my personal connections both at the local and national level, and my collaborative experience, we can get there.

To give credit where credit is due, there have been several new things to evolve in the past three years that I believe were a great benefit to our members. If elected, it is my intention to continue these practices and expand in the interest of our members who support these popular actions.

Live bidding. In talking with members it is clearly been a successful program that has nearly has all of the memberships support. I support live bidding and will continue to offer it to our members'.

Through the years our Stewards have evolved and changed with the newer more complex cases and challenges as our department grows. I want the stewards to know that I will support them as well. Communication has really opened up in recent years because of technology, and my goal is to keep the lines of communication going, and to work harder at giving training guidance to our existing and newer stewards. My door is always open, and I always return phone calls no matter what time it is.

I would like to thank the membership for their support and ask you to vote for me as your next MVS craft director.

Together we are stronger, together we are Union, and together we are Local 497.

Fraternally Yours  
Charles F Morin

## Motor Vehicle Craft Director Justin Lincoln

Many of you may have not known this, but the APWU was my first introduction to union life. The idea of a brotherhood/sisterhood where we all watch each other's backs and fight together for fairness and justice in the workplace, it was something I've never experienced before. So as green as I was, I decided to step into the steward role as an alternate, where I cut my teeth on overtime grievances and subcontracting violations. With determination and wits about me, I gained a full-time steward's position which I held with great honor, fighting daily for each one of you.

I started my stewardship at the beginning of Ed Rowells tenure as Craft Director and consider myself privileged to work under his leadership and tutelage. When Ed stepped up to be the Vice President in the middle of a term, a vacancy in the MVS Craft Director slot became available. Among several fine candidates that stepped up, including my opponent the honorable Charlie Morin, the leadership of this fine local selected me, as I might represent the future, moving away from the past. A fresh start.

I brought with me the zeal, the hunger for the fight and the thirst for knowledge. Under my tenure as craft director, we have gained more jobs, worked through the pandemic, the med-card fiasco, the in-sourcing of good preferred duty assignments in Providence, crushed any and all disciplinary actions and as a result no one has lost their employment. I listened to you, brought back into the fold solid and knowledgeable stewards that you wanted, and it has paid dividends.

This job is long office hours, mountains of paperwork, fighting dishonest and inconsistent management, hours of contractual research, endless emails, lengthy phone calls and meetings, and still here I am seeking your vote as MVS Craft Director.

I am available, approachable and out there fighting in the trenches with you! I will work tirelessly to continue to secure our jobs, create and maintain safe working conditions for us all, and gain lasting success for our future. I believe in you and our collective ability to provide an honest day's work for an honest day's pay. I am younger than the other guy, hungrier than the other guy, thirstier than the other guy and have more of a reason to be in the fight longer than the other guy.

In Solidarity,



Justin Lincoln  
MVS Craft Director

## Research and Education Director David Bogacz

Hello fellow Union members. My name is Dave Bogacz and I am running for the position of Research and Education Director this Election. I'd like to take this time to tell you all a little bit about myself. I started working for the Post Office on August 8, 1997 and it's the only job I've known since high school. In December of 2001, I began as a career employee. I learned about Unions in school, my father was with the machinists at Hamilton Standard, and my father-in-law was in the mail handlers Union. For the first 20 years of my career, I filed away little bits of Union information. I've always known I wanted to be a Union Steward but I wanted to wait until the time was right. I've been a Steward for four years now and in that time, I've filed just over 550 grievances with a very high success rate. I take each and every issue as serious as the next and insist on providing the membership with the service they deserve. I carry myself with honesty and integrity and have relied heavily on this to be a success. I'm friendly, and personable. I'm not afraid to step out of my comfort zone. I enjoy very much interacting with the membership. I think It's important to do so on the floor, as developing a sense of community amongst one another is an important aspect of being a steward. Before his passing, I had the pleasure of working with Don Brin in the Union, and what he taught me has proven to be invaluable. People that know me understand that when I make a commitment to something, I set off to follow through 100%. I plan on bringing the same commitment to my position as Research and Education Director. I plan on using this responsibility to strengthen our foundation. Part of my job would entail training new Stewards, and I intend on passing along the knowledge I have gained to them over the last few years. I have a plan that would help streamline our job as stewards. I would like to build us up as a team in a way that would benefit all our members. My ultimate goal is to be as efficient as possible in the Union office. With at least another 17 years to work in my career, a vote for me would be an investment in the Union's future. I believe the Research and Education director is the perfect platform for my education in the Union, which would gain me knowledge that I once again, plan on passing forward to others as well. Please help me help you all by voting for me this election for the position of Research and Education Director. Thank you for your consideration.

In SOLIDARITY,  
-Dave Bogacz

## Research and Education Director Pete Mooradd

My name is Pete Mooradd and I am the incumbent Research and Education Director which is the position I am running for reelection. My years of dedication to this local in a variety of capacities over the years stand above my opponents. I have been there to support the membership using leave or outside of work hours on a regular basis.

When the former Research and Education Director suddenly resigned in the middle of their term I told President Evans he could add those duties to my office until either he found someone else or the next election. When election time arrived I chose to run for that office.

The Research and Education Director is tasked with training. When I became a Steward over thirty years ago, my training consisted of watching a video on Steward's rights, you were then given copies of the National Agreement, the Local Memorandum of Understanding (local agreement), a log book, pen and pencil and you were trained. That night someone wanted a steward and it was panic time. Thanks to Errol Dixon and Phil Van Cott who took me by the hand and walked me through my first few grievances. Hopefully that is not the case now.

When I conduct training for a new steward there are some items of universal importance. My main objective in training a new steward is to give them the basics and to insure they have the tools to do the job. Every person is different and their training must be also. Each person has a different attention span for example and when you reach it everything else gets tuned out. Today each Steward receives the previously mentioned books, a Steward's training Manual and a thumb drive containing all the current Handbooks & Manuals with some additional information.

When we go over some of the Steward's rights and then make sure they know how to use the drive. A couple of times the person told me they were very computer savvy and that was not the case so now everyone has to use the drive and open some documents. I also will show them the index on two manuals in order to find something. One of the last items is to go over the paperwork they are going to need so they know what is there and how to fill it out. Last item we do is I tell them that I have a grievance, so as my steward what are they going to do? We start a mock grievance and there are generally mistakes in the information given to them so they can get it corrected. They are given ways to contact me if they have questions or need help. I don't want to go so far they tune things out and we go over anything they feel that they need.

Due to the pandemic we as a union have had to find other ways to do things. Zoom has been the tool of choice with training and meetings scheduled regularly. I have attended many such sessions on my time over the past year.

I listed my work within the local:

- Research & Education Director
- Steward
- ABA/Voluntary Benefits
- E-Board Member at Large
- Web Master
- State Rep for the 010 area
- VP for PVCLC
- IT specialist
- Delegate to State & Nation Conventions

In closing, I have been there for a great many years doing things that needed to be done to make the local better. To continue to do this I need you to Vote for Pete Mooradd Research & Education Director!

## Research and Education Director Deborah Koscielski

Dear brothers and sisters

I would like to start out by saying how proud I am to be a union member and a union steward.

My step father who raised me from about the age of two used to tell me over and over “the first thing you do when you get a job is join a union”, so when I began my career in December of 1988 that’s what I did.

I began my postal career on December 17, 1988 I became a union steward in 1991. I have done thousands of grievances over the last twenty plus years. I am currently on the R.I 399 committee. I appeal all clerk grievances to step two and I have done step two’s. I have helped countless employees with their family medical leave documentation. I actually enjoy reading arbitration’s and learning new things. Anyone that really knows me, knows that I am very determined and stubborn.

There is so much going on inside and out of the post office. Now we have covid, who in a million years would have ever thought we would have to wear face masks? Certainly not me. We have a new post master who is hell bent on shredding the post office.

Our union stewards have to be more informed now more than ever. We are the people that the membership see every day. I believe that we can be so much better, so much more informed. I want our stewards to feel confident and informed so that when they are faced with a grievance or a situation they have that necessary confidence and knowledge to handle whatever management can and will throw at them.

I would really like to modernize this office so that our stewards have information right at their fingertips. Right now we have manuals and books that are so outdated. I would really like to digitize these manuals and books with the most updated information.

I have already trained many of our stewards and with your vote I can train many more. I would really love to see younger employees their names in the ring and take up this continuing fight and with your vote for research and education director we can do this together.

In solidarity  
Deborah Koscielski

## Executive Board at Large Over 50 Members Daniel Rosso

Greetings to all of my APWU brothers and sisters,

I would like to start off by remembering and acknowledging all of our past APWU union officials, officers, and members who have helped keep this local strong throughout the years, you all deserve our gratitude.

For those of you who do not know me, I'm Dan Rosso, I often like to go by Rosso (Ross-oh), but thanks to "The Karate Kid" and "The Dukes of Hazzard" I have often endured "Russo" and "Rosco" lol!

I started driving tractor trailer over 20 years ago, the last six years of which I have done here in the Springfield Motor Vehicle craft. Before coming here I had never had a union job, nor did I believe I had much need for one, boy has my opinion changed.

I came to the Postal Service because of a hiring campaign that boasted of 'career jobs' 'good pay' and 'generous benefits'. Having all three in my career field was not always an easy find, so I came on board. In my time here I have not only reaped the benefits of the afore mentioned, but I also discovered seniority and IT'S benefits. In other jobs I had held, seniority was just a bragging right, a thing to say, but in the end you were at the mercy and whims of management. Here "seniority" means something. You do your time and you earn your rights and benefits, from vacations, to preferred duty assignments, to overtime. These are just some of the day to day luxuries that the Union protects.

I became an alternate Steward approximately 4 years ago after being recruited by our Craft Director, VP and President, spawned by the recommendation of our now acting VP Ed Rowell. I still appreciate your confidence in me Ed, thank you. At the time our department was growing from winning a number of new jobs through arbitration, and they were struggling to find Stewards to fill the void in our department. I accepted the offer. It's been a heck of a learning curve, and I still have far to go, but since then I have become a regular Steward and have done my best to contribute to the prosperity of our department, in as respectable and as assertively a fashion as possible, to this very day.

I was humbled to see my fellow Union Officials, and Union members, demonstrate their faith in me by selecting me for a number of positions during the nomination meeting. After careful consideration I had turned down several, but have accepted the nomination to run for the Executive Board over 50. I believe this best suits me for my personal availability, my level of experience, and my desire to learn and contribute to the inner workings of our great organization. I am not one to claim to know everything about the Union with my 'drop in the bucket' career, but I believe I can be a positive addition to the E Board, both as a voice of collaborative reason, as well as an individual of overall integrity.

I want to thank every one of you for your consideration in this matter, and to wish you and your families the very best in these times.

In solidarity,

Rosso

## Executive Board at Large Over 50 Members Amber James

My name is Amber James and have accepted the nomination as “Executive Board at Large Over 50”. You may know me as a tour 2 Custodian as of 9/2020 and have been a career employee since 1997. I can proudly say that I have been a union paying member from the very beginning of my career. In addition to being a dues paying member I have attended rallies to “Save the Post Office”, actively recruited new members, enjoy reasearching and scouring our constitution, bylaws, manuals, locals (even on my day off), and ask lots of questions. May sound nerdy to some but knowledge IS power.

My decision to accept the nomination is not something that I take lightly and have asked myself some tough questions before deciding to run. Such as....

Why was I nominated? How could I fulfill the job requirements? Will the job be too overwhelming for me? Will I let the union, members, or myself down while trying? And then, the realization that my life may be easier if I just ride it out and keep to myself. On and on and on....

By the next day I reevaluated the situation. I researched, asked questions, and challenged myself to think differently.

Someone thought to nominate ME?! Why NOT me? I’m a hard worker and more than capable of making decisions. Important, tough, logical, decisions. I can negotiate, stand strong by my convictions, ask for help when needed, and work through challenges to accomplish any job. Yes, ME!

Too overwhelming? Overwhelming is working for the USPS for 24 years while bringing up three sons. Two have moved out and on with successful careers and my youngest son is autistic. Combined they are intellegent, polite, hard working, artistic, and kind hearted. Quite the accomplishment:)

I have responsibly budgeted our household, wisely saved for retirement for YEARS, all the while maintaining a wonderful marriage!

As far as letting the union, members, and myself down... I’m too hard on myself!! QUITTING and NOT TRYING is a monumental let down! If I make responsible choices, challenge myself to grow and learn, and pledge to do right by the union and members... How would I let anyone down?

Then there’s that bologna about me riding out my career without serving a purpose. Not me! My purpose is to put in a hard day’s work, work to the best of my abilities, help others in need, and meet great people along the way. Life is good!

In closing, I would be an honored to dedicate my time to the APWU because I believe in their mission to protect jobs, the mail, and the Post Office. The APWU needs a strong team to fight the challenges we face ahead and I would like to be a part of that mission. Yeah, ME.

Thanks for your consideration,  
Amber James

## **Executive Board at Large Over 50 Members**

### **Sasha Gooden-Blake**

My name is Sasha Gooden-Blake and I have been nominated for the position of **Executive Board at Large**. I am extremely honored to be considered for such an important and integral position within the union and I intend to carry out the duties of this position to the best of my abilities.

I have been a Steward alternate for a little less than a year and it has been a privilege to hold this position. I feel like it is important for all members of the union to be represented and feel represented. One of the ways in which this can be achieved is to get involved in the Union at every level; attending local meetings, running for office, encouraging other members to attend meetings, etc.

As your E-Board representative, I plan on bringing your voice to the front of the table if you give me the opportunity. Thank you!

In Unity,  
Sasha Gooden-Blake.

## Executive Board at Large Under 50 Members Justin Deslauriers

To all of my fellow members of the SAL 497, I would like to extend an overwhelming thank you to the Member(s) who nominated me for the Executive Board for Area offices under 50 members. For those of you who have not come in contact with me as of yet, I have been in the Postal service for my 15th year this year, I am also currently serving the APWU as the main Steward for multiple offices and the alternate Steward for all SAL offices for the last 2 years. Since the inception of my Steward duties, there have been many challenges faced by the members and myself who have all retained my full support and representation through and overcoming these challenges. 99% of grievances filed on these challenges and/or violations by management have been awarded in favor of the APWU and its membership. The most important number and percentage for me personally is retaining 100% of the members satisfaction with the job I am doing as your Area Steward. I have received an overwhelming show of support and appreciation from the members working together to resolve the blatant disregard for our collective bargaining rights by management, and for that support I am eternally grateful. Even though many challenges have been conquered, there is still ample work to accomplish to continue keeping the members satisfaction and keeping us whole.

There is one of many crucial duties of the Area Steward. One of them I am consistently reminded of is that the Steward is never off duty from the members. Even though it may be after an end tour or on a non-scheduled day for the Steward, the membership is still working around the clock, 7 days a week. Just as much of this time as when the Steward is off duty as is on duty, violations are committed by management. I have noticed over the last 2 years management frequently and purposefully waits for the Steward to be off duty or out of the office to question members building a case for discipline, making unilateral decisions to negatively affect the members working conditions, and attempt to “sweep under the rug without notice” violations before the Steward returns to work. As for myself as an Area Steward and Executive Board candidate for these offices, I will continue my mission to be available for contact by the membership regardless if I am in the installation or not to stay management from creating an environment where the members do not feel constantly represented by myself.

In closing, it is no secret that we have a long road ahead of us to continue fighting for our collective bargaining rights and to be treated fairly and respectfully by management. I have made it more than clear to management that I am, and will stay on that front line fighting to keep our Local strong. In order to continue to do so with being even more involved with my dedication to this Local, a vote from you to have myself seated on the Board for the Area offices would be forever appreciated. I would be extremely humbled to receive such a show of confidence from the members that I will fulfill my duties of the position I have been nominated for with my unwavering dedication to achieving 100% satisfaction from the membership. Thank you to all who took the time to read my position and missions, and I look forward to seeing you all at the meetings in the future.

In Solidarity,

Justin Deslauriers

## APWU Local 497 2021 Ballot

### State Convention Delegates

(Vote for as many as you want)

James Davis  
David Bogacz  
Enid A Rivera  
Daniel Rosso  
Charlie Morin  
Amber James  
Annie Chamberlain  
Russ Evans  
Nick DeFeo  
Justin Deslauriers  
Stu Kibbe  
Sean P. Hayes  
Sasha Gooden-Blake  
Mario Colucci  
David Veilleux  
Jennifer Brouillette  
Ed Rowell  
Justin Lincoln  
Jenny Bogacz  
Pete Mooradd  
Tara Lanzo  
Deborah Koscielski  
Richard Peabody  
James Long  
Manuel R. Gonzalez

## APWU Local 497 2021 Ballot

### National Convention Delegates

(Vote for as many as you want)

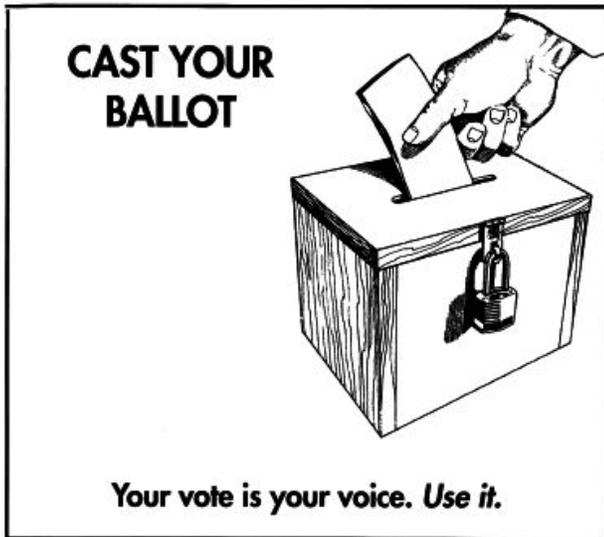
James Davis  
David Bogacz  
Enid A Rivera  
Daniel Rosso  
Charlie Morin  
Amber James  
Russ Evans  
Nick DeFeo  
Justin Deslauriers  
Stu Kibbe  
Sean P. Hayes  
Sasha Gooden-Blake  
Mario Colucci  
David Veilleux  
Jennifer Brouillette  
Ed Rowell  
Justin Lincoln  
Jenny Bogacz  
Pete Mooradd  
Tara Lanzo  
Deborah Koscielski  
Richard Peabody  
James Long  
Manuel R. Gonzalez

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**IMPORTANT LINKS**

- [Apwu.org](http://Apwu.org) ..... Official National Website
- [Apwusal.org](http://Apwusal.org) ..... Local Website
- [Apwuma.org](http://Apwuma.org) ..... State Website
- [Apwuhp.com](http://Apwuhp.com) ..... Health Plan Website
- [Apw-aba.org](http://Apw-aba.org) ..... Accident Benefit Association
- [Apwuauxiliary.org](http://Apwuauxiliary.org).. Auxiliary Website
- [Massaflcio.org](http://Massaflcio.org) ..... MA State AFL-CIO
- [Aflcio.org](http://Aflcio.org) ..... AFL-CIO
- [Unionvoice.org](http://Unionvoice.org) ..... Fax/Email campaigns
- [Pvafclcio.org](http://Pvafclcio.org) ..... Central Labor Council
- [Capwiz.com](http://Capwiz.com) ..... Communicate with your Reps
- [Narfe.org](http://Narfe.org) ..... Retired & current Federal Employees
- [Fedcalc.com](http://Fedcalc.com) ..... Compute your Retirement
- [Firstgov.com](http://Firstgov.com) ..... Government Employee Website

**NEXT UNION MEETING**

April 15<sup>th</sup>  
May 20<sup>th</sup>  
June 17<sup>th</sup>

**MEETINGS HELD AT**

6:30 PM  
1124 Berkshire Avenue  
Springfield, MA 01151