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Enid Rivera	Legislative Director	Jim Williams	Sergeant at Arms

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CLERK STEWARDS

Associate Offices & Stations

Donna Salois	S	Chicopee
John Dodge	S	Athol
Jacqui Senez		Agawam
Tracy Cicoria		East Longmeadow

Tour 1

Jim Long	T/F	All Expeditors, Flats, Expeditors, FSM, FSS, NDC
Deb Koscielski	S/M	Office Clerks, Automation and all other areas
Brandon Bolduc	S/S	Alternate
Tom Beauregard	T/F	Alternate
James Coppedge	T/F	Alternate
Joe Pluta	S/M	P&DC, Expeditors, Pouch, Mailing

Tour 2

Joanne Sullivan	T/W	Steward All Tours & Buildings
Chris Morrison	S/S	Chief Steward Stations
Tim Kuzdzal	S/M	Dock Clerks, Expeditors, FSM, Flat Sorter, GMF, Admin Tower
Deb Jacobs-Wheeler	S/M	Regular, PSM3, PSM4, Bids

Tour 3

Anthony Maloni	M/T	FSS, Expeditor, (NDC), SWYB/Exceptions
Jim Girard	T/W	Automation/Mailing Division, Flat Sorter/Manual cases, (P&DC) Expeditors, Data Tech/QC
Nancy Kenyon		PSM/Inquiry/IPP, Office Clerks
Gail Federico	S/M	Alternate
Deb Robert	T/F	Alternate

MVS CRAFT STEWARDS

Charlie Morin T/W Regular Steward All Areas T-2
 Jim Davis T/F Regular Steward All Areas T-3



MAINTENANCE STEWARDS

ALL TOURS

Dave Sarnacki S/S Steward All Areas
 Jeff Laing S/S Steward MSS

Tour 1

Justin Briggs S/S Chief Steward All Areas
 Enid Rivera S/S Steward NDC / PDC

Tour 2

Gary Roy S/S Chief Steward All Areas
 Jim Williams S/S Steward All Areas
 Brian Witman M/T Alternate
 Mary Griffith T/W Alternate
 Phil Morin S/M Alternate
 Doyle Maloni Alternate

Tour 3

Dean Smith T/W Chief Steward All Areas
 Stu Kibbe S/F Steward NDC
 Jeff Besnia T/F Steward PDC
 Jesse Dane T/F Alternate

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THE PRESIDENTS REPORT

BY DAN KURALT

On Friday, October 21, 2011 I received a phone call from a management official, informing me that a news report would be given to the media stating that the P&DC AMP study results had come in and that management would be going on the floor in a half hour to inform employees of this. I was informed that the results of the report were that transferring mail processing operations from Springfield to Hartford and Worcester was economically feasible and that a meeting would be set up for public comment, as provided by law.

Since I hadn't seen any news reports on the issue I sent out a press release to the local television stations and Congressman Neal's office. The press release included a copy of a letter I had received from the District Manager on the subject.

I received a letter from management at the District level saying that one hundred and sixty craft employees and nine supervisors would be excessed. This appears to constitute every Clerk in the P&DC. I am told that this number is a floating number as a result of retirements. A different number was put forth at the public meeting where it was said that there would be ninety craft employees remaining after the move, if it occurs.

A community meeting was set up for public input and that meeting was scheduled to be held at a local polling place on November 8, 2011, which is election night. The stated purpose of the public meeting was to explain the proposal and to solicit comments. Federal law requires it. We can only surmise as to why they chose election night and a polling place to have the meeting.

Dave Sarnacki and I submitted almost identical requests for information on the documentation used to reach the point where they were going to have a public meeting and I was told that we were not entitled to the information. The reasoning is the final decision had not been made on the movement of mail from Springfield to Hartford and Worcester and once it was management would give it to our national office but not this local.

I forwarded the denial of the official RFI which was rejected, to our Regional Coordinator who told me that the National office had filed a national level Unfair Labor Charge with the NLRB on the issue, as management has taken this position nationwide.

Gerry Celetti called me to offer a meeting on the day before the public meeting to tell me and Dan St Marie, who is the President of the Mail handler's Union, as well as two supervisors' from the management organizations

a preview of what was going to be said at the public meeting. Nothing was said that I didn't already know.

I have worked at the USPS for more than forty two years and know which questions to ask yet I cannot get a straight answer. I asked how much first class letter mail is handled on a daily basis on automation. After an argument over semantics and being told what I had just said, I was given a figure of "ten to twenty." I said that my figure was 2.4 million pieces on a Monday and one million every other day of the week. I was told that was an anomaly and those anomalies' happen on occasion. Management seemed surprised that I had those figures and I don't think that there would have been any mention of them, had I not raised them.

I attended the public meeting and argued that the issue is not the so-called "right-sizing" of the network, but how it is accomplished. Taking a meat-cleaver to the system and making massive service cuts is not going to bring customers back or keep them.

That has been a major reason why we have lost mail over the years. Taking the processing of first class mail from Springfield as well as closing a number of stations in the city represents the beginning of the end of mail service as we have known it, in this city. Once this is accomplished, they will figure out a way to get rid of the NDC.

I raised the above arguments at the Public meeting and rebutted management claims that they work with the Unions. I also challenged their frequent statements that they had not laid anyone off in the history of the Post Office. I pointed to the fact that this Union had made significant concessions in an effort to protect the no-layoff language and bring work back into the bargaining unit, only to have the PMG go before Congress and tell them that he was going to violate the contract and lay people off.

Management projections aside, I and others believe that the drop off in mail volume is primarily the result of the economy. At one time the Post Office *was the mail system*. Now we are but a pimple on the ass of an eight million person business. At one time Postal Service management wrote off parcel post as being uneconomical. Given the reduction of first class letter mail they now realize that they were wrong. The problem is that the majority of parcel post is now handled by our competitors.

The United States Constitution mandates a Post Office Department to bind the nation together. Postal Service management at the national level (the PMG and Board of Governors) have been trying to eliminate mail processing and shift it to the private sector for decades.

My guess is that unless the USPS gets some pretty powerful blowback from the public and our elected representatives, we are dead meat.

There are areas of the country that have been successful in beating back similar proposals as a result of citizen and elected anger.

LOCAL NEGOTIATIONS

Local negotiations ran from September 1st through the 30th. The local did not ask to renegotiate the LMOU as we are happy with the agreement as it is and did not want to open it and face counter proposals which would leave us open to losses at impasse arbitration.

Management made proposals to change almost every article in the LMOU. They wanted to reduce the percentages of employees who are off on annual leave during prime vacation, as well as make changes to holiday scheduling. They wanted to make changes to the Principal Assignment Areas in the Maintenance Craft. These are just some of the more notable proposals.

We listened to their proposals and asked why they felt the changes were needed. We asked if they were claiming an undue burden or whether they felt that there was language that is in conflict or inconsistent with the new agreement. They said nothing. No reason for the proposals was given. We asked for any documentation which would support their positions, such as grievance activity.

The only documentation we received was on the issue of changing the name of the BMC to the NDC in the LMOU. There were no claims of undue burden or language that conflicts with the national agreement, other than language referring to PTFs and Casuals.

I offered the opinion that many of the proposed changes were change for the sake of change. It was a matter of making things more convenient for them rather than any real burden. The principal assignment area was an example of this.

With regard to leave and holiday percentages the claim was made that with reductions in force they don't have the people to pull from other areas that they once had.

They didn't want to discuss Postal Support Employees and in fact made the claim that with the contractual caps that are in the new national agreement, they won't have

enough PSE's to properly staff. I pointed out that their people at national apparently felt that the caps were reasonable.

Management has made the decision to impasse all of their proposals to the Area level for arbitration. This was no surprise to us. Management at the Area level will determine which ones they want to go forward with. Given the fact that many of the proposals had no meat to them I would be surprised if they went to arbitration. Oh! Guess what? Their impasse's claimed undue burden.

NIFTY NIFTIES

On another issue, our new national agreement was supposed to be a boon to the members in the associate offices. The national negotiators made concessions in some areas to make gains in others. The problem with this effort is that it depends on good faith on the part of management at the national level. There IS no good faith in this business. Layoff protection was a reason for some of the concessions we made. The ink wasn't even dry on the contract and the PMG was before Congress saying he was going to have to violate it.

Language that we agree to can be enforced by management, whereas we have to arbitrate language that they agree to and then ignore. That is the first thing that they have done. We have had disputes in the past over the meaning of negotiated language but I have never seen the massive bad faith on the part of current management at the national level that I have seen with this contract. The PTF conversions in the associate offices are the most egregious examples of wanton violations.

There is language stating that management has to meet with the Union at the local level to discuss the posting of preferable bid jobs. We were not given time or documentation necessary to provide useful arguments. Management has converted PTFs who were working 40 to 60 hours a week to 30 hour regulars. This is a massive hit for these members. These actions can and are being challenged by the local and one would think that we have a good case.

Four PTFs in Chicopee were working fifty to sixty hours a week and have been cut to thirty. When I asked how they could justify a cut of eighty to one hundred and twenty hours a week the answer is that there were 'inefficiencies' in their previous staffing. That means that they were paying all of these hours when they didn't have the need to. Give me a break!

In addition to that, we have problems in some offices with management telling City Carriers to sort mail when they finish their routes. Jobs have been cut at the Main Street Station and supervisors are working their socks

off. Added to that is the excessing of clerks out of their offices and we have a full plate.

Clerk Craft staffing is a major issue that can't be set aside until we have the time to work on it but the question is who has the time?

Our Craft Director's and I attended a seminar on the new contract in Manchester, NH. After listening to suggestions on how to get jobs back in those offices that don't have Clerks, Joanne laughed and told me that I would go out into the associate offices and never return.

THE STATE OF THE UNION

This local has a new Editor, Terry Allen, who is a member of the Maintenance Craft and works Tour 1 in the NDC. Terry has a lot of good ideas and I am confident that he will do an impressive job, as have all of our previous Editors. The Rifle has been recognized for its excellence by the Postal Press Association and Terry will continue on in that tradition.

I have mentioned the loss of many activists in the local to retirement and the resultant problems with replacing them. This problem is serious now and will get worse as time goes on. The unwillingness of members to step up to the plate is causing irreparable harm to the local and management is aware of this.

Effective grievances and successful arbitration require a great deal of investigation and documentation at step one and two of the grievance procedure. An arbitration advocate can't make arguments that weren't made prior to the hearing.

We have had stewards that really knew how to burrow in and write up these grievances. These individuals have moved on and don't want to jump back in. I understand as this line of work can be, and is frustrating. It can really piss you off. That still leaves the issue of effective representation of the local. A lot of damage can be done in a short period of time.

I have had more success in getting members in the associate offices to sign on than I have had in the plant. Since taking office we have had three members come on board as stewards. These stalwarts are PTFs and are ready to walk the walk. Many members are intimidated by the process, fearing they will mess up a grievance and cause a case to be lost.

I and other officers are there to back up our new stewards. The only way a steward will lose a grievance is to be untimely. If a grievance is timely and goes to step 2 it is the Craft Director's responsibility to see that it has the documentation and arguments necessary to

pursue it. Some contract issues may be grieved as a continuing.

A grievance needs to be filed within fourteen days of when the Union first became aware that a grievance existed. The steward is entitled to time to properly investigate the issue to determine whether a grievance in fact exists before the clock starts running. Staying timely is the key component. Extensions of the time limits can be agreed to by management and the Union at each step. They have to be in writing.

This local's membership is dropping drastically, with the loss of our members at Alan Ritchy and here in the city. We are at a break-even point without the loss of anymore members, either as a result of the AMP or retirement. We had a good turnout at a retirement seminar we put on at the Teamster's Hall on the 29th of October.

We have made a number of cuts already. Whereas the Constitution & by-laws calls for six officers to attend the National Convention only one paid delegate went to the last one. I have skipped a number of National Presidents' Conferences in various parts of the country. The Christmas Party will be dropped and the two scholarships that we award to the children of members will have to be discontinued. These decisions will be decided at the November membership meeting.

THE SANDS OF TIME

Our next local election for Union offices is next April. I have been a candidate for local Union office in every election since 1978. That's thirteen elections and doesn't include the two times that I ran for national Research and Education Director and Regional Business Agent. I know every National officer as well as many local ones around the country.

I would have run in 1976 but at the time they had a requirement that one have attended seven out of nine membership meetings. I had only attended six. The candidate who ran and was elected resigned, one year into his term. I was appointed to the position. I will have served as President for a total of seven years, Executive Vice President for fourteen and Clerk Craft Director for two. That's not counting periods when I was a steward.

I have decided that this will be my last term of office. I have enjoyed representing this local and my involvement with the APWU around the country, but it's time to move on.

And finally, I would like to take this opportunity to wish all of you a Merry Christmas and a Happy Holiday Season



December 2, 2011

John Dirzius
Northeast Regional Coordinator, APWU
5 N. Village Avenue Suite 3
Rockville Centre, NY 11570-4701

Dear John:

This is to inform you of the United States Postal Service's decision to consolidate all mail processing operations at the Springfield, MA Processing and Distribution Center with those of the Central, MA Processing and Distribution Center and the Hartford, CT Processing and Distribution Center. Once the transfer of operations is completed, the Springfield, MA Processing and Distribution Center will be closed.

We advised you on November 30, 2010 of our intent to conduct a feasibility study. After review, we have decided this consolidation is in the best interest of the United States Postal Service, and will result in significant savings.

Because of the drastic decline in mail volume, the Postal Service is in a fiscal crisis and must take action to reduce the size of its mail processing network. Consolidating operations such as this is necessary if the Postal Service is to remain viable to provide mail service to the nation.

Affected career employees will be reassigned to other vacant positions in accordance with applicable collective bargaining agreements.

If you have questions, or need additional information, please contact Theresa Bruso, Manager, Human Resources at (860) 524-6114.

Sincerely,

A handwritten signature in cursive script that reads "James M. Craven".

James M. Craven
Labor Relations Specialist, NEA

cc: Area Vice President
HQ Vice President, Labor Relations

141 WESTON STREET
HARTFORD, CT 06101-9994
(860) 524-6114

CLERK CRAFT

Dear Union Brothers and Sisters,

Today is the scheduled meeting for the public regarding the potential closing of the Springfield Processing and Distribution Center. There have been meetings over the last two days in the P&DC. Management has not answered any of the Union's requests for information regarding the AMP study. Management is also short of answers at the meetings they have called with the employees over the last couple of days. Management has showed no documentation, as they have none. There is no way they can possibly show that sending the mail down to Hartford would be at a cost savings.

For quite some time now, management has been calling this a "business" instead of what we are a "Service". They lost a couple of points. First, we are a service to the American people. The managers that used to run this place knew this. They got the mail out. The "businessmen" that are running this place now just think its okay to delay the mail. It starts at the very beginning of the line. The line out the door! Let them wait in line. The hell with the service to our customers! Why should the businessmen properly staff the place? The customer doesn't want to wait in line, they can go somewhere else. Now, that's the way to run a business. That's a business plan for you. Let's send them away in droves. We have managers that want to run our service like a business and have no clue how to run a business. If they did, they wouldn't be here. To top it all off, these "businessmen" believe after they destroy this place from the inside, they'll still have a job. Make no mistake they are trying to run this place like a business. They are trying to get fat and happy. They will run this place to the ground so they can privatize and let the fat cats get fatter. To hell with the working people trying to make a living for their family. To hell with the working middle class. To hell with the veterans that they are supposed to be hiring.

We got Planzo and Rivera throwing express mail everyday. We got Shedrick and Smiegalski throwing priority mail every night. No mail, though. Then we have our clerks working right next to them. Just blame the Union when your job goes away. We've got expeditors working through their breaks and lunches because they're understaffed. Makes absolutely no sense. Maybe the expeditors could stop using the bathrooms at work & they can get rid of a couple more positions. We've got mail processing clerks running down to do office clerk work for management. Keep doing management favors, they certainly are watching out for you. How and why do fellow workers think its okay? It's all about getting a piece of their cookie. I've said it almost every article. Your strength as a Union lies within you. Your strength is in your numbers. If your fellow management friend had their way, you'd be working seven days a week for \$3.00 a day since you were 12. Somebody please get the meaning of Union soon. Unions are under attack in this country. The Union is under attack in our building. Listen to them. It's our fault we're going under. Not the constant mismanagement. Not the fact that, as we speak, there are drop shipments from November 2 and 3 being recycled. Not the fact that they treat registered mail as trash. Not the fact that they have total disregard for our customers. Close the plants, leave them standing in lines, don't deliver the mail on time, we'll just change the standards so there are no standards. Really? Come on.

We still have no word from management about what action they are going to take with the PSM Tour 3 bids. No notifications. They did manage to put up the NTFT positions. The Union has raised issues with the NTFT positions. We are supposed to putting in our input. We raised issue with the P&DC NTFT assignments. We believe those assignments should be created out of all work hours. Management has refused to provide all the information and refused the Union input on these jobs. Management was supposed to call last Friday morning and still has yet call to set up another meeting.

I knew this contract would be terrible, but it has outdone all my expectations. There have been questions raised about your contractual right to work 40 hours a week, that part of the contract has not changed. Management cannot force you into a job that consists of less than 40 hours a week; even you bid an NTFT position.

Please contact your Union stewards with any questions and or concerns. Please help your stewards and your Union to uphold the contract. Be active in the patrolling of your contract. Being a Union member means more than just paying Union dues.

Thank you,

Joanne Sullivan Clerk Craft Director

[The Lessons of Ohio](#) Richard Trumka Huffington Post November 15, 2011 "Remember Ohio." Those two words should carry new meaning to politicians in Congress and state houses who think they can respond to unemployment, budget crises and voter anger with faux solutions that serve up red meat to their right-wing base. With their now-famous rejection of a state law limiting public employees' right to bargain collectively, Ohio voters sent this emphatic reminder to Republicans (and some Democrats as well): Cutting taxes for millionaires and billionaires, scapegoating working Americans and their unions and downsizing Social Security and Medicare may get you a standing ovation from the 1%, but the voters who decide elections will not be fooled -- and you may just get more than you bargained for.

[A roadblock to pension reform? \(Opinion\)](#) George Skelton Modesto Bee November 15, 2011 In Philadelphia, 224 years ago, some men tucked these words into the nation's new Constitution: "No state shall ... pass any ... law impairing the obligation of contracts..." Those words, squeezed into a very long sentence in Article 1, Section 10, listing powers denied the states, became known as the "contracts clause." And it is playing havoc with modern-day public pension reformers, including Gov. Jerry Brown. As widely interpreted — most importantly by the courts

(or so we laymen are told) — the clause means that pensions promised state and local government workers on the day they were hired cannot be reduced without giving them a new compensating benefit.

[Workers push back against earlier holiday openings, but stores say: It's what customer's want](#) Associated Press November 16, 2011 Count your blessings, and then get to work. That may be Thanksgiving for more retail workers this year, as stores desperate to pull in buyers on the first weekend of the holiday shopping season push their openings earlier and earlier. Unhappy workers who say it ruins their Thanksgiving celebrations are trying to persuade companies to back off, but retailers say they're stuck: It's what customers want.

[Survey: Many workers expect to stay on the job until 80 to save enough to retire comfortably](#) Associated Press November 16, 2011 Workers are growing to accept the idea that they may be working long after they've become eligible for senior discounts. Yet rather than fixate on their target retirement age, they're increasingly focused on how much money they'll need to retire, according to a new national survey by Wells Fargo & Co. This shift is coupled with their growing frustration that they're not saving enough, and the reality that many haven't created a detailed retirement plan.

MASSACHUSETTS AFL-CIO 54th ANNUAL SCHOLARSHIP PROGRAM CRITERIA

The Massachusetts AFL-CIO Scholarships are available to all high school seniors living in Massachusetts. Students with union affiliation will be eligible for both the Mass AFL-CIO scholarships as well as the union scholarships offered by the union that the student is affiliated with.

Please view and download our scholarship brochure, study guide and application at www.massafclcio.org for a complete list of union scholarships and their criteria.

Students that live out of state and come from a union affiliation must get permission from their high school guidance department to have an exam sent for them. The contact from the high school should then contact Meghann Connolly at 781-324-8230 x28 for further instructions.

REQUIREMENTS

ALL STUDENTS MUST:

- Be a senior in high school and plan to attend some form of higher education in the fall.
- Sign up with the exam coordinator at the high school by December 19, 2011 to have an exam ordered for them.
- Complete the scholarship application and download the study guide from our website at:
<http://www.massaflcio.org/scholarship-program>
- Take the Labor History Exam on February 1, 2012

Applications can be mailed to Massachusetts AFL-CIO, 389 Main Street, Suite 101, Malden, MA. 02148 Attention Carla Trulli or Faxed to (781) 324-8225.

Deadline to register: December 19, 2011

2012 AFL-CIO Scholarship Program

Applications are now available for the Massachusetts AFL-CIO Scholarship Program for Massachusetts high school seniors planning to attend some form of higher education in the fall of 2012.

One application and test is used to award

- * Massachusetts AFL-CIO scholarships - open to all such students
- * Scholarships offered by unions, usually to children of members
- * Scholarships from Central Labor Councils, usually to children of members of unions that affiliate with the CLC *
- * Some scholarships from other organizations

Applicants must

Visit <http://www.massaflcio.org/scholarship-program> for the application, instructions, study guide, etc.

Contact your high school guidance counselor and let them know you wish to participate.

Fill out an application and return it to the Massachusetts AFL-CIO Scholarship Coordinator no later than Monday, December 19, 2011. Mail it to 389 Main Street, Suite 101, Malden MA 02148, or fax it to [\(781\) 324-8225](tel:781-324-8225).

Take the Labor History Exam in the high school on Wednesday, February 1, 2012.

Contact the Mass. AFL-CIO Scholarship Coordinator at [781-324-8230](tel:781-324-8230) with any general questions. Contact your union and/or CLC with particular questions.

MASSACHUSETTS AFL-CIO
54th ANNUAL SCHOLARSHIP APPLICATION

The scholarship exam will be given at the student's high school on
Wednesday, February 1st, 2012
Please note that a student cannot receive more than two (2) awards for this program.
Please notify your Guidance Department when registering for this exam.

Part I Student Information

Full Name: _____ Male [] Female []
Address: _____
City: _____ State: _____ Zip: _____ Phone: () _____
Email Address: _____
Senior at: _____

Part II Union Member Information
Only students that come from a union affiliation need to complete this section. If there is more than one affiliation, please list under "OTHER".

1. Member's Full Name: _____ Active [] Retired []
Relationship to student applying (please [checked] one)
Self [] Parent/Step-parent [] Grandparent []

2. Union: _____ Local Number: _____ Union Tel.: _____

OTHER

3. Member's Full Name: _____ Active [] Retired []
Relationship to student applying (please [checked] one)
Self [] Parent/Step-parent [] Grandparent []

4. Union: _____ Local Number: _____ Union Tel.: _____

Part III Parent Information

Mother's Full Name: _____
Father's Full Name: _____

Applications can be mailed to MASS AFL-CIO, 389 Main Street, Suite 101, Malden, MA 02148 Attention: Carla Trulli, Faxed to (781) 324-8225 or emailed to ctrulli@massaflcio.org by December 19th, 2011.

Deadline to register: December 19th, 2011

MAINTENANCE CRAFT

Management has just released (October 21 st) the results the AMP study. I have put In a request for information (RE()) for a copy of the AMP studies for Albany, Hartford and Central Mass. The Postal Service will be holding a public meeting on Tuesday, November 8, 2011 at 5:30 p.m. at Kennedy Middle School, 1385 Berkshire Ave. I encourage everyone to attend regardless of you principle assignment area. Our maintenance manager has told me that he will be providing me with an Updated MS-47 by the end of the month. Once we receive it, we will be ensuring it's Accuracy as well as the routes accuracy.

I was finally able to get some maintenance arbitrations scheduled and heard, This in and of itself took significant negotiation. Dean Smith was the advocate for the Article 38.4 grievance that dealt with the MPEs who were taken out of their bids at The P&DC. Dean did a great job advocating this case. The arbitrator sustained our Grievance and gave the following award, "As a remedy the four grievants in this Matter shall be offered, but not required, to resume their former bid positions and Shall be made whole for hours worked outside of their original bids until offered Reassignment to their former bids." Management used article 38.4 to take a Maintenance support clerk out of his bid, as wells as 9 ETs from the P&DC. I have Tried to apply this award to the ETs and MOS clerk with Norman, he has refused And contends the award does not apply to the other occupational groups even Though the circumstances are the same. This will require us to arbitrate the other Cases. Prior to getting to the merits of each case, the Union will ask the arbitrator to Rule on arbitribility under "Res judicata." Res judicata is the Latin term for "a Matter [already] judged." The union will argue that since the matter has already Been judged, it should be applied and not arbitrated again.

We also had a removal discipline case move forward. The arbitrator sustained the Grievance in part, and the MPE involved will be returning to work. Dean Smith was The advocate for this case also; another good job Dean! The MS-47 was scheduled for September 22" d and was pre-arbitrated by myself the Night prior. I am extremely proud of this settlement. A number of firsts occurred in The successful negotiation of this settlement. The first hurdle was getting it Scheduled. I have had MS-47 scheduled twice previously over the years, only to have Them pulled from the schedule.

I personally negotiated with labor relations to get this case and several others scheduled. Grievances can take years to be arbitrated, These grievances were for 2010-2011. This was a first to have a current case of this Magnitude scheduled. The second first, was the consolidation of a years' worth of Grievances into one case. This demonstrated an ongoing deliberate violation of the MS-47, and did not limit us to a 14 day window. While the grievances contained

Flaws, I was able to address them at the step 2 meetings. I submitted two sets of Additions and corrections that tied all arguments solidly together. Prearbitrating the Grievance gave us guaranteed compensation for the affected custodians, as well as The language I wanted. The negotiations took over a week and management assigned An area advocate from Connecticut full time to negotiate the settlement. While I knew there was a possibility that some heads were going to roll and the possibility of greater compensation, I felt this to be the prudent decision. Each affected custodian received \$5729.57 with the exception of those who had worked as 204bs. The 204bs would not have been available to work the hours while detailed to higher level, and in fact exacerbated the problem. They received reduced compensation for the hours worked outside of the bargaining unit. I had no choice when it came to compensating the two scabs, so far neither has returned their checks. The total settlement amounted to \$360,000 and I believe is the largest settlement in our local History. I will end this report on this high note and would like to wish everyone a happy Thanksgiving and holiday season!

In Solidarity,

Dave Sarnacki
Maint. Craft Director

A majority of representatives has signed on to co-sponsor H.R. 1351. However, our fight to "Save America's Postal Service" is far from over and we must keep up the momentum. It is time to take our message back to the American people and show Congress that the public stands with us on saving Saturday delivery. Six-day delivery is crucial to the health of the USPS.

Soon, the Joint Select Committee on Deficit Reduction, the "super committee," will produce a plan to reduce the federal deficit. It may include a package of proposals to fix the financial difficulties facing the USPS.

Among the items the committee will consider is President Obama's proposal to allow the USPS to reduce the number of days of mail delivery from six to five—a proposal many Republicans are pushing, too.

The National Association of Letter Carriers and the National Rural Letter Carriers' Association have undertaken a national petition drive campaign to urge Congress to preserve six-day delivery, because it is crucial to the future of the Postal Service.

Each NALC branch and each NRLCA local is charged with collecting 10 times its membership size in petition signatures.

House and Senate members will receive petitions collected in their particular districts or states.

Our deadline of November 14 has been extended. Keep collecting signatures and mail them in as soon as you can.

With your help, we can continue to deliver for America six days a week.



American Postal Workers Union, AFL-CIO

Springfield, Massachusetts Area Local • 1124 Berkshire Avenue, Springfield, MA 01151

Dan Kurall, President
(413) 543-1146

October 6, 2011

Executive Board

Dean Smith
Vice President

Paul D. Wilson
Treasurer

Gail Federico
Recording Secretary

Chris Morrison
Research and Education

Judith Sullivan
Clerk Craft Director

Dave Samacki
Maintenance Craft Director

Charles Marin
MVS Craft Director

Brenda Thomas
Support Services
Craft Director

Stu Kibbe
Executive Board-At-Large

John Dodge
Executive Board-At-Large

Margaret Caplette
Editor

Dear craft members,

Here are the details of the recent MS-47 settlement that I prearbitrated. I was happy to get the language that we needed to make it clear to management that they need to abide by the contract even if it requires overtime. The grievance to be heard covered September 2010- September 2011. The custodians on the rolls at the BMC/P&DC during the scope of this grievance will receive compensation. All tours were harmed by managements failure to staff and maintain the facility as per the MS-47. Those custodians who were in a 204b status, will receive reduced compensation for the time they worked outside the bargaining unit.

I am very pleased with the successful negotiation of this settlement. I was in very intense negotiations for this settlement. It also took extraordinary measures to get this case scheduled for arbitration. Justin Briggs filed each and every grievance that were to be heard. The settlement was for \$360,000.00 which equates to \$729.57 to the BMC/P&DC custodians who were not in a 204b status.

Management will be inputting the payments, and have indicated that this process will be complete by the end of the year. Thanks to Justin for all his hard work, as well as all the other stewards who have assisted me with the MS-47 issues.

**VOICE
OF THE
WORK**
freedom to choose a union

In solidarity,

Dave Samacki
Maint. Craft Director

Benefits to enhance your lifestyle



HO High Option

New for 2012

- Weight Management Program that offers 100% coverage for visits to a nutritionist/dietician in-network
- Added pharmacogenomic testing for the use of Plavix

Highlights

- **FREE** Diabetes care
- **FREE** Hypertension care
- **FREE** In-network preventive care
- **FREE** Weight Management Program
- **FREE** Tobacco Cessation Program
- Choice of doctors, no referrals
- No denial for pre-existing conditions

CDO Consumer Driven Option

New for 2012

- Added pharmacogenomic testing for the use of Plavix

Highlights

- **FREE** Diabetes care
- **FREE** Tobacco Cessation Program
- **FREE** In-network preventive care
- Hearing Aid Benefit
- Choice of doctors, no referrals
- No denial for pre-existing conditions
- Healthy Back Program
- Healthy Pregnancy Program

HO Premiums		
	Self Only (471)	Self and Family (475)
Postal Category 1		
biweekly	\$38.87	\$87.90
Postal Category 2		
biweekly	\$36.58	\$88.57
Annual in its		
monthly	\$127.68	\$288.56

Call us APWU employees (enrolled) before May 31, 2011, to enroll in the plan or return to Category 1 or 2 exclusive plans. Special Enrollment is available in addition to Annual Postal Workers Union (APWU) employees (see 4758A).

Call us on our Open Season Hotline
(800) 222-2798
(800) PIC-APWU



CDO Premiums		
	Self Only (474)	Self and Family (475)
Postal Category 1		
biweekly	\$27.18	\$61.14
Postal Category 2		
biweekly	\$25.53	\$57.44
CDHP Premiums & Rate		
biweekly	\$8.24	\$18.53
Annual Rate		
monthly	\$89.53	\$200.78

Call us APWU employees (enrolled) before May 31, 2011, to enroll in the plan or return to the category. If you have a spouse, Special Enrollment is available in addition to Annual Postal Workers Union (APWU) employees (see 4758A).

What would you enhance?

www.apwuhp.com

Out of the Steward's Office

Dear brothers and sisters,

This article is to inform you of your unions call to action to the November 8th 2011 announcement that 170 jobs from the Springfield P&DC may be moved to Hartford Ct. processing center. Also announced was the degradation of overnight delivery in the four county western ma area to two days.

Numerous letters were written to Ct. and local and state newspapers by our members and by the public as well. The newspapers The Eagle, Recorder, Gazette, Advocate, The Republican and Boston Globe stretch to the borders of our commonwealth and have provided a true picture of the proposal put forth by the USPS. We have yet to see one letter supporting the USPS proposal!

We also blitzed our local civic leaders and organizations as well as state and federal legislators. The message was delivered through numerous meetings and phone conversations with these individuals.

The true effect of the USPS proposal was explained in detail to our political leaders along with the economic effects. The economic factor was of major concern to all. Supporting the concerns of the now informed populous. Presently at the time of this writing we have secured the endorsement against this reckless proposal by the USPS from the following political leaders. Mayor Pluta of Holyoke, Mayor Sarno of Springfield, Mayor Gibson of West Springfield, Mayor Cohen of Agawam, Mayor Ruberto of Pittsfield, Mayor Martin of Greenfield, Mayor Narkewicz of Northampton, Mayor Tautznik of Easthampton, Mayor Knapik of Westfield, Mayor Bissonnette of Chicopee. Congressman Richard Neal and Congressman John Olver have also thrown in their support.

When we spoke personally with Congressman Neal on this issue he responded " I am strongly opposed to this action as well as the attempt to close some of the other Springfield offices" When we spoke on November 23rd and reminded him of the November 23rd deadline upon which he responded "I'm not held to time constraints, I'm a Congressman" he also supports HR 1351 and is 100% behind us. Thank you Congressman Neal! Senator Scott Brown's office is greatly concerned about this proposal as well. We continue to push for a public comment on this action and continue to communicate on this issue. Thanks go out to Nick Powers (**WESTERN REGIONAL REP**) and Justin Stephens the senator's point man in D.C on postal issues.

Sadly we have not been able to hear from Senator Kerry's office. We continue to pursue his support and hope for a positive response. Also Governor Deval Patrick's office deferred to leave this issue to federal legislators even though it will affect the jobs and economic situation in western Massachusetts.

We think he's gambling on casino jobs a minimum wage and little or no benefits as a panacea to Massachusetts economic situation.

One person we really thank is Bruce Stebbins (**DIRECTOR OF PLANNING AND ECONOMIC DEVELOPMENT**) from Mayor Sarnos office. This guy was really out front on this. He was even given a personal tour by manager Gerry Celetti of the Springfield campus. Mr. Celetti left quite an impression. Bruce stated "when he asked Gerry how much was spent on the L&DC expansion and FSS purchases he didn't have a clue! He couldn't believe this guy was as high up a manager as he was!" Bruce also helped secure the Springfield chamber of commerce to endorse our position! We hope every member of every craft and other employees have done and will continue to call and write these leaders on a regular basis.

This fight has just begun. National legislation in the form of HR 1351 presented by representative Markey (D - Ma) is the answer. We need to get the word out to our neighbors and politicians to oppose reckless and irresponsible actions by the USPS and legislators like D. Issa (R - CA) and D. Ross (R - FL).

Concluding, a special thanks to Mastroianni, Hoppock, Celetti and Planzo. The outright and blatant attempt to ram this through unnoticed and hidden from public review only brought more attention to the details of this proposal. Without you four, this wouldn't have been possible

Yours in solidarity Glenn Koscielski

Hello brothers and sisters,

Sorry I missed November's meeting, I had a family matter to attend to.

I will make this short and sweet, first I want to say that it is imperative that we put our petty differences aside and put all our energy on fighting management in these tough times a union is only as strong as its membership.

The officers and stewards can't do it without you the membership's voice.

Second we need to be financially strong as a union; we all need to tighten our belts mainly because the **SCABS** won't pay their fair share.

We as members need to stop hanging out with, talking with and eating with SCABS who suck money out of us by the arbitrations we must attend to fight for these SCABS.

There are nearly or close to 100 **SCABS** that's 12% of our campus.

Whenever you Talk to them try to get them to join and help save their jobs too

As far as the P&DC is concerned stewards Tony Maloni, Debbi Kiselzki

And Jim Long with Joe Pluta and myself sent near 400 signatures from the save our service petition to Sen. Kerry, Sen. Scott, and Rep Neal.

Thanks to all who helped us collect those much needed signatures

One of America's greatest known union men, Jim Hoffa once said "a union is most effective when they are united as one"

It is unfortunate that it took an issue of such magnitude as the P&DC moving to unite us.

In closing I would like to thank Terry Allen for stepping up to be the editor of the rifle and I would like to wish each and every one of you a happy and safe holiday season!

Keep up the fight troops

In solidarity Justin Briggs

Tour 1 Maintenance Chief Steward / APWU Delegate



APWU Save America's Postal Service Tee

Order your Tee from the APWU Store at
<http://apwustore.org/apwu/welcome.asp>

Save America's Postal Service Tee (W-0114)

100% cotton navy T-shirt with APWU

"Save America's Postal Service" screened full front.

\$10.00 ea.



Save Six Day Delivery Petition Drive

Do's and Don'ts

When mobilizing your branch to gather signatures, you should:

- Collect signatures from individuals when you are off the clock. Use our flyers to remind businesses and customers of the value of 6-day delivery when collecting signatures.
- Find public places in your community where there is likely to be a consistently large group of people to solicit for signatures.
- You can collect signatures outside of post offices, assuming you are off the clock and out of uniform.
- Possible sites for petition gathering are: shopping centers, train stations, sports venues, grocery stores and your local coffee shop.
- Look through your local paper for events in your area where members of the community are gathering on a particular date and time (a county fair for example).
- Use existing social media networks to let individuals know about the petition and any events associated with the petition drive. Be sure to provide in depth information on how to sign the petition online and any details about petition drive events.
- Contact your Central Labor Council and any other members of the labor community for assistance with signature gathering.
- Reach out to community allies and progressive groups for assistance with signature gathering.

Don'ts:

- Do NOT collect signatures while on the clock, in uniform, or inside a post office.
- Please do not collect signatures from any location with specified rules against petition drives. If you are ever asked to leave the premises with your petition, please cooperate and leave in a timely manner.

Questions or Concerns? Please contact NALC's Department of Legislative and Political Affairs at (202) 662-2833.



Save AMERICA's Postal Service



Closing Post Offices & Mail Processing Centers and Cutting Service is Wrong

Postal Service customers need and deserve **first-class** service.

The Postal Service is critical to our economy — delivering mail, medicine and packages on time and at an affordable price, without a dime of taxpayer money.

No company can grow or even maintain its business by cutting its service. But that's exactly what the Postal Service is proposing to do. The USPS previously announced plans to close 3,700 post offices and 252 mail processing centers. Now they are proposing to revise their service commitments to eliminate overnight delivery of first-class mail, change next-day delivery to two-days, and two-day delivery to three days. The proposed changes acknowledge what the Postal Service has repeatedly denied: Slashing the mail processing network will result in drastic cuts in service to the American people.

- Closing Mail Processing Centers and cutting service is penny wise and pound foolish. Reducing the scope and quality of service will not restore the Postal Service to health. It would likely drive mailers away and therefore worsen the Postal Service's financial problems.
- Closing post offices and facilities, and reducing mail delivery, will cost jobs, cut off rural communities and make it harder for small businesses to grow.
- Downgrading service would be devastating to our economy. The Postal Service is the heart of a \$1 trillion mailing industry that employs over eight million American workers.

The root of the Postal Service's current financial crisis is a 2006 law that requires the USPS to pre-fund 75 years worth of future retiree health benefits over a 10-year period. No other business or government agency bears a similar burden. Congress created the USPS financial crisis, and Congress can fix it—without drastic cuts in service or massive layoffs, and at no cost to taxpayers.



Make your voice heard and sign the petition to Save America's Postal Service at saveamericaspostal.service.org.



The Elections are coming

Be ready for the elections know what to do and when to do it

ARTICLE- X, ELECTIONS.

Section 1. Election of officers and delegates to the State Convention shall be held bi-annually in

April of odd number years. Election of additional delegates to the National Convention (if voted

For under Article IX Section 1 of this constitution) and delegates to the State Convention shall be

Held in the year of the National Convention.

This special election shall be held in the same manner as regular elections.

Members must attend 7 of 9 meetings to be eligible to be a candidate to run for State delegate.

(Added 5/88)

A. In even numbered years, when a National Convention is not held, the delegates to the State Convention shall be determined by secret ballot vote at the April membership meeting.

Section 2. The final result of the election of officers and any additional delegates to the National

Convention shall be recorded in the minutes of the meeting in May of the year in which the elections is held.

Section 3. Nominations for all elective offices and any additional delegates to the National Convention (if voted for under Article XI Section 1) shall be made at the March meeting in the

year the election takes place. Any member wishing to seek elective office shall submit his or her

name to the ballot committee at this meeting.

A. Special Elections. Notice of meeting for the purpose of submission of names for candidates in a special election must be posted at least 15 days in advance of the meeting.

B. All candidates must be treated fairly as to the submissions of articles in this Local's

paper. They shall be permitted to examine membership list within 30 days prior to the election. Any privilege extended to one candidate must be extended to all.

Section 4. The Ballot committee shall be chosen at the February meeting by the membership

present. Any member whose name is to appear on the ballot may not be a member of the ballot committee. The Ballot committee shall receive the nominations of all candidates, have ballots printed and distributed to all members and post a sample ballot on all bulletin boards in all installations. They shall provide for the return of ballots to the Local's bank and count all ballots

returned.

A. In the event of a special election the chairman of the ballot committee shall be appointed

by the President. The remaining members of the committee shall be appointed at the meeting for the nominations for such elections.

B. If no ballot committee is appointed due to lack of volunteers, the Executive board shall hire an outside firm the elections in compliance with our Constitution and By-Laws

Section 5. Ballots shall be distributed by mail to all eligible voters with printed return envelopes, fifteen (15) days prior to the closing of the elections. Two (2) days will be allowed for the delivery of the ballots. The closing date of the elections shall be seventeen (17) days from the mailing date of the ballots. Exceptions shall be undeliverable ballots which are mailed out a second time. Ballots shall be counted on the date of the closing and the results

shall be posted promptly thereafter.

A. Regular election ballots must be mailed in the month of April.

B. Special election ballots must be mailed out in the month following the nominations.

C. The term eligible voter, which appears in Section 5, shall be defined as all active and retired members who have paid their dues two (2) months prior to the elections.

Section 6. No member shall be eligible to be a candidate for officer or convention delegate unless he or she has been a member in good standing for at least one (1) continuous year prior to the nomination meeting, except that a candidate for the office of President must have been a member in good standing for at least two (2) continuous years prior. He or she must have attended at least three (3) regular meetings of this Local during the twelve (12) month period preceding the nomination meeting and has attested to such attendance by signing the attendance book at such meetings. A member prevented by the requirements of his or job or by other compelling reasons from attending a membership meeting may within five days prior to the meeting submit to the President or in the absence of the President any Executive Board member a written request including all relevant facts, that the absence be excused for the purpose of satisfying the meeting attendance requirements for this section only, be credited with having attended such meeting. Such request shall be acted upon by the membership present at the

meeting for which the request is for. The President shall ensure that the member submitting such a request within seven days from the date of the meeting, concerning what action was taken on his or her request. In the event that prior notification is impossible, a member may submit his or her request in writing to a member of the executive board within five days after the membership meeting. All such request shall be acted upon by the members present at the next regular meeting of this Local. No supervisor shall be eligible to hold an elective or appointive position nor shall they be a delegate of this Local if they acted in a supervisor- capacity within the year prior.

Section 7. No member may be a candidate for more than one (1) elective office in this Local.

Section 8. Any defeated candidate may have a recount of the ballots for the position for which he or she was running. All such request must be made to the chairman of the ballot committee.

Section 9. In the event that the President of this Local dies or resigns, the Executive Vice President shall serve out the remainder of the President's term..

APWU NON MEMBER LIST

As of 11/28/11

Clerk Craft

Angleman, John	Gingras, Joseph	Lisowski, Edward	Paolucci, Rosemary
Balicki, Jean	Goodreau, Renee	Mandeville, Jacqueline	Paquette, Laura
Barroso, Diane	Gruszka, Amber	Marques, Maria	Parent, Teri
Beauregard, Pat	Gruszka, Michael	Mehlich Mary	Pelletier, Carol
Boucaud, Joycelyn	Hampton, Ernie	McCarthy, Brenda	Pettazoni, Richard
Boudreau, Danielle	Harpin, Marilyn	McNee, Donald	Pires, Gloria
Bourget, Michele	Hartwell, Gary	Menard, Norman	Roberts, Tina
Bryan, Charlie	Hickling, Linda	Meyers, Linda	Rowe, Kimberly
Casey, MaryKate	Irizarry, Rafael	Mongeau, Michelle	Sadler, Dan
Cripps, Bret	James, Andrew	Milotte, Lisa	Schwarzenbach, Rich
Cripps, Pamela	Jamilkowski, Alan	Moreau, Ronald	Scyocurka, Evelyn
Doty, Christine	Kelley, Amy	Murdock, Brian	Slate, Donna
Gagne, Michael	Labrie, Lisa	Nummy, David	Stark, Corrinne
Eaton, Carol	Lane, Donald	O'Connor, Kevin	Supczak, Sandra
Gasiorek, Wendy	Lea, Georgiana	Palazzo, Michael	Trahan, Marlene
		Parker, Judith	Trela, Elaine
			Zucco, Kathleen

Maintenance Craft

Boyington, Michael	Furman, Frank	Siok, Joseph
Bock, David	Gagnon, Gary	Smith, Roger
Brazitis, Frank	Hulsey, William	Tomaszewski, Frank
Champagne, David	Martin, Deborah	Williams, Thomas
Decker, Everett	Ringer, Dale	Wingate, Thomas
Domingos, Gary	Rowinski, Thomas	Wlodyka, Joseph
		Zadworney, Karen

Motor Vehicle Craft

Cole, Cheryl	Gorneault, Joseph	Stark, Donald
Diemand, Richard	Richards, Michele	Weatherwax, Cindy
Duval, Richard	Rzewnicki, Russell	

APWU
Springfield MA Area Local 497
1124 Berkshire Ave.
Springfield MA 01151-1368

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with the correction - - - save your local money

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Address Label

The Springfield Rifle is produced six times a year as the official publication of the Springfield MA Area Local.

All members are welcome and urged to submit articles, opinions and news items for publication. Every effort will be made to maintain the intent or direction of a contributor's article, however the editor reserves the right to determine whether material submitted shall be printed and reserves the right to edit as needed; for space, libelous statements, or personal unwarranted attacks on individuals. Articles in this paper do not necessarily represent the opinions of the Editor or that of the Local or the National APWU. They are solely the opinions of their author and the author alone takes any and all responsibility.

The submission deadline for each bi-monthly issue is usually the 20th of the month prior to publication. For 2011:

Dec 20 th for Jan/Feb	Feb 20 th for Mar/Apr
Apr 20 th for May/June	Jun 20 th for Jul/Aug
Aug 20 th for Sep/Oct	Oct 20 th for Nov/Dec

Articles should be submitted in Microsoft Word format by email to editor@apwusal.org or on portable media to the editor care of the APWU Stewards Office at 190 Fiberloid St, Indian Orchard MA 01152.

IMPORTANT LINKS

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

NEXT UNION MEETING

Dec - No Meeting
January 19, 2012
at - 6:30pm

MEETINGS HELD AT

1124 Berkshire Avenue
Springfield, MA 01152