

Kevin Gallagher

President's Report



They Won't Do That...

Warm sunny weather is finally arriving and we all can use some time outside enjoying the days. But... very dark clouds are hovering over our jobs, our benefits, and our futures. The specter of postal privatization has been thrust into the spotlight, yet again.

I hear members talking and some confidently proclaim *"They won't do that!"* To be sure, privatization has been proposed many times over the years but we have never had people in power so hell bent on destroying the USPS and capitalizing on the chaos.

Thinking back over postal history I can remember lots of times when big changes were proposed and many said *"they won't do that!"* and think back in our postal history.

- ♦ **Elimination of Multi-Position Letter Sorting Machines (MPLSM)** - The LSM was staffed by 18 clerks who manually keyed letters at the rate of 50-60 per minute. A postal veteran told me *"They won't do that! They will always need LSMs"*. Two years later in 1996 all LSMs were taken out of service nationwide and replaced by automated machines staffed with two people.
- ♦ **Decentralization** - Today, city scheme distribution is done in the retail office. Prior to 2002, clerks in plants manually sorted that mail to city carrier routes. The USPS announced plans to "decentralize" scheme distribution moving the work to retail offices to completely separate customer service and mail processing. Despite the cries of *"They won't do that"* decentralization was completed by 2005.
- ♦ **Plant Consolidations** - *"I'm not worried. They won't do that!"* was the reaction, from many members, when Area Mail Processing (AMP) studies were announced in 2009. People said it was illogical and would not work. Within a few years, over 200 mail processing plants were closed and consolidated into other plants.

Which brings us to, privatization. Please, do not ever think, *"They won't do that!"* when it comes to privatization. The President, many Republicans, wealthy investors, and corporations are pushing very hard for complete privatization of the United States Postal Service. Do they think it will improve service? Or keep postage costs low? No, they are thinking of all the money they can make by breaking up the USPS. The profiteers are circling like vultures and President Trump is throwing them raw meat.

Saying the Quiet Part Out Loud

On February 27th Wells Fargo published a report for their investors extolling the benefits, and profit opportunities, of postal privatization.

Among the conclusions touted by the report was the determination that a privatized USPS would be very profitable because postal employees would lose the right to unionize, lose seniority, lose health benefits, lose most of their pay, lose most of their retirement, lose annual and sick leave, lose life insurance, and lose disability insurance. There would also be the option to replace existing workers with low wage / no benefit jobs.

Wells Fargo also determined that selling post offices and plants would generate almost \$100 Billion in pure profit for whoever controls or owns the business.

How would customers fare? According to the Wells Fargo report, the "unprofitable" parts of the USPS - rural delivery - would be addressed by simply adding a surcharge. Rural customers would have to pay more for daily mail delivery. Another option is to reduce the number of days that mail is delivered. City, or Urban areas, would likely be forced into cluster box delivery where mailbox clusters would be set up in various neighborhoods to reduce, or eliminate, the need for employees who deliver to each house.

The report also suggests that even partial privatization of package delivery would be a financial boon for other delivery companies. Wells Fargo postulates that a private USPS package service would be forced to raise rates by, as much as, 140% of current rates. These higher prices would drive customers to competitors like UPS and FedEx yielding billions of dollar in new revenue for those corporations and their shareholders.

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James Snyder

Secretary / Treasurer's Report



Just a reminder to all Members-at-Large, that May 20, 2025 is Pennsylvania primary election day. Please exercise your **Right to Vote!** Elections are an important part of your local and state community that effect your friends and families moving forward.

Sign Up A Member

As I always remind our Union members, that the PPWU is continuing our incentive organizational campaign to "SIGN UP NEW MEMBERS"! As per a motion of the Executive board, all members who sign up a Non-Member will be monetarily reimbursed by the PPWU. You may access form-1187 on the APWU.org website or contact myself, or any state officer whom will gladly get you a form.

Please send the filled-out form-1187 to me to process. You all know who is not a member working next to you. If you are not sure if your co-workers is a member of the PPWU, or not, feel free to contact me and I will let you know. Remember we are a stronger Union by Union members!

Required Reporting

As part of the Department of Labor, the Office of Labor-Management Standards (OLMS) enforces the Labor-Management Reporting and Disclosure Act (LMRDA). The LMRDA is a statute that establishes basic standards of labor union democracy and financial integrity, as well as labor-management transparency.

I am happy to say that the PPWU annual financial report (LM-3) was completed and filed. Past President Kim Miller, and myself with the Labor Department, on March 31, 2025. All our bills are paid monthly, and your PPWU has no outstanding balances.

CDs Renewed

The PPWU has several Certificate of Deposit (CD) investment accounts. On April 11, I renewed one of your CD's. On May 23, I will renew your other CD.

If any MAL has a question, please contact me I will get back to you.

Yours in Solidarity

PPWU MEMBER LOCALS

In addition to the 449 PPWU Members-At-Large (MALs) the following APWU Locals are PPWU affiliates

Altoona Local
Eastern Montgomery County Pa Area Local
Erie Area Local
Greensburg/Foothills Area Local
Hanover Local
Johnstown Area Local
Keystone Area Local
Lancaster Area Local

Lehigh Valley Area Local
Philadelphia BMC Local
Philadelphia BMC Retiree Chapter
Philadelphia PA Area Local
Pittsburgh Metro Area Local
Pittsburgh Metro Area Local Retiree Chapter
Saint Mary's Local

Scranton Local
Sharon Local
Tri-County Area Local
Wilkes Barre Area Local
Wilkes Barre PDC Local
Williamsport Local
York Area Local

President's Report

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Before you think “*They won’t do that*” realize that President Trump has **already** cancelled numerous Union contracts. These contracts were the result of good-faith negotiations between government agencies and Unions. By voiding these contracts, they have declared that those Union members are now “at will” employees who have no representation, no rights, and can be laid off, or fired, for any reason; at any time. It also gives management the right to reduce their pay and benefits for any reason, without repercussions.

Elon Musk and his Tech Bros at DOGE are already inside postal headquarters and the Eagan MN Accounting center; Make no mistake, they are **not** there to help us. They have one goal and only one goal - cut!

UPS Announces Layoffs / Closures

Recent reports surely paint the picture that our competitors would love to get their hands on our package volume. On May 6, 2025, United Parcel Service (UPS) announced they be laying off 20,000 employees and closing 164 facilities this year. It was not too long ago that many were praising the Teamsters negotiating a great contract for their UPS members. So much for their Union’s great contract wage increases! Increases don’t help if you’re laid off. UPS blames the tariffs for slowing parcel business. Fed Ex and other shippers also plan to reduce employees during this year.

Get Involved! Now Is The Time.

We are asking APWU/PPWU members to get involved and be pro-active **before** privatization occurs. If the ball starts rolling too fast we may be unable to stop it.

What can you do? Contact your U.S. Representative and Senators. Tell them to speak out against postal privatization. If they succeed it will destroy your job and future. Call **1-844-402-1001 to speak to, or leave a message for, your congressional representative asking** them to support House Resolution 70 which instructs Congress to take all appropriate measures to ensure that the U. S. Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. You can also email them. The Union is fighting to protect members but we need Union members to be active and join the fight.

Function 4 Reviews

Function Four (F4) reviews are being conducted around the country. Function 4 reviews are based off eight weeks of clerk activity data as reported by various RSS, computers, clock swipes and records. They are used to determine **earned** work hours in customer service which, subsequently, will serve as the basis for how many clerk positions an office gets.

Each window function has a specific amount of time allotted for that activity. For example, a domestic money order sale is credited with 0.95 minutes, Forever stamps gets 0.50 minutes, and processing an annual Bulk Mailing Fee gets 2.04 minutes. The F4 review takes the time you spend on the

customer service computer (RSS and other postage sale computers) and divides the time logged on by the transactions you handle. That, they claim tells them how many “earned” hours the office gets.

Another way the F4 review hurts clerks is that the review only considers customer transactions performed while a clerk is logged onto the RSS system or computer. If you are logged on to RSS while performing allied duties such as box mail, carrier sorting, second notices, accountable mail recording, etc... you will not get credit for that work. Unless you are on the correct operation number for that task, it will not be counted towards “earned” hours.

Make no mistake, the goal of a Function 4 review is to reduce clerk hours and, when possible, eliminate full time regular jobs. The APWU and USPS have a long-standing dispute over the use of “earned” hours as a means to determine staffing. The Union believes that “earned” hours only paint part of the picture and there are many allied duties being performed that are not recorded, or accounted for in the staffing package. The Union argues that staffing should be based on **actual** hours used, rather than **earned** hours.

In the past, Function Four teams came into your office and noted everything each employee did throughout the day. These days, all of their data is computer generated. When the F4 team pays your office a visit, they already have the information and records they need. They are just verifying that you are there.

There are things you can do to protect your hours, your jobs, and (possibly) get “earn” more hours. First is to always be on the correct activity code / operation number. No matter how often you may have to swipe to change operations or record your time. You want to get credit for all of the work you are doing. Another thing to consider is that when selling multiple books of stamps why not scan each book? If a stamp book sale gets you 0.5 minutes credit. If you scan one book and hit quantity “x5”, you get credit for one sale (0.5 min). If you scan each book, you get credit for 5 sales (2.5 min).

Also, if a Function 4 team comes to your office, give your PPWU Business Agent a call and let them know. They will appreciate the “heads up”.

Got Questions? Get Answers.

We are experiencing many changes in our work duties as the USPS continually “adjusts” customer service and plant operations. I want the members to know, there are no bad questions. There may be easy questions and hard questions, which require some investigation, but do not hesitate to ask.

Your Area Business Agents and Officers are here to address your questions, or issues, and help you however they can. We have also started a new program of Virtual “Town Hall” meetings where PPWU members can call in to get updates and ask questions. I’d really like to see participation in the Zoom Town Halls grow. So keep your eyes out for the date / time for the next Town Hall! Our members are very important to us and we want to help you all.

George Jendrey**Support Services Craft Director**

Here are the latest happenings in Support Services... May and June look to be active months for members in the Support Services Division.

The current Information Technology / Accounting Services (IT/AS) contract will expire on May 12, 2025. Since the AWPW main CBA is still up in the air the

expectations are low for progress on the IT/AS CBA.

At the end of June, the IT telework agreement will expire. Management's schizophrenic application of their telework policy has been problematic since the start of the pandemic. Management has had a kick the can down the road approach to telework. Beginning in June, management, and EAS employees will return to work on-site for four days per week. "On-site" is a relative term since IT management is domiciled at various locations scattered around the US.

The future of remote working for craft employees is less clear. Does the can get kicked down the road again for craft employees? Time will tell.

Then there is the orange one. Attacks on Federal workers and Unions, dismantling of needed government services, and threats to the Postal Service and its employees have been at the top of this administration's agenda. PPWU member responses to these events, to the trump administration overall, and the statements / actions of the USPS have been varied, to say the least. Some of the members are in denial, some are oblivious, others are coping in various other ways. This is not the time to be a spectator.

Join the Fight to Save the USPS

Senate Resolution 147 is a resolution expressing the sense of the Senate that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. S. Res. 147 currently has 7 cosponsors (4Republican and 3 Democrats)

I have emailed and called Senator Fetterman, Senator McCormick, and Congressman Bresnahan on USPS issues multiple times. To date only Senator Fetterman has been responded. However, Senator Fetterman still has not signed on to S.Res.147, so there is more work to be done.

**Ask your Senator to support,
S.Res.147**

<https://www.fetterman.senate.gov>

<https://www.mccormick.senate.gov>

Friedrich Gustav Emil Martin Niemöller was a German theologian and Lutheran pastor. He opposed the Nazi regime during the late 1930s, and was sent to a concentration camp for his affiliation with the Confessing Church and his opposition to state involvement in Church. After the war, he went on tour around the world to condemn the Nazi cause and educate people about the importance of human rights. In 1946 he published the confessional piece "First they came ...". His words still ring true today.

**"First, they came for the socialists,
and I did not speak out because I
was not a socialist.**

**Then, they came for the trade
unionists, and I did not speak out
because I was not a trade unionist.**

**Then, they came for the Jews, and I
did not speak out because I was not
a Jew.**

**Then, they came for me and there
was no one left to speak for me."**

The time to speak out is now!

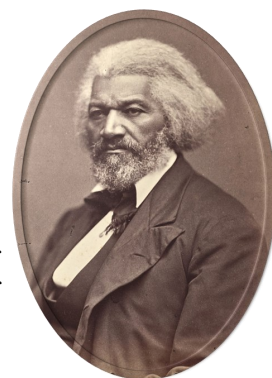
The Need To Resist Injustice

We are living in a world where power is unwilling to relinquish control, or rights, without direct challenge. At a time when resistance, through words, action, or both is crucial to challenge oppression and work towards progress. The fact is the strength of a tyrant is directly tied to the endurance of their victims.

APWU President Mark Dimondstein often shares a quote from American social reformer, abolitionist, orator, writer, and statesman Frederick Douglass warning that oppression may start as just a drop but it can quickly swell into a tidal wave. I'd like to leave you with that quote:

*"Power concedes nothing without
a demand. It never did and it never will.
Find out just what any people will quietly
submit to and you have found out the exact
measure of injustice and wrong which will
be imposed upon them, and these will
continue till they are resisted with either
words or blows, or with both. The limits of
tyrants are prescribed by the endurance of
those whom they oppress."*

~ Frederick Douglass



Charlie Kukulski Clerk Craft Director



Congratulations to those who have taken the VERA! I wish you all well in your retirement. For those that remain, it may seem difficult right now but I believe we will prevail in the end. Since our last newsletter, the NALC contract has been set. On March 24, 2025, Arbitrator Nolan handed down his award on their contract. The highlights of the 2023-2026 NALC contract includes yearly raises of 1.3%, 1.4% and 1.5%, as well as Cost of Living Increases (*although the "diet" COLA formula where junior carriers get less, remains in effect*). The NALC CBA also provides uniform allowances, no layoff protection, among other things. Meanwhile, the APWU is still in negotiations on our CBA. My thoughts are that we should agree to the same and not think about interest arbitration.

In April, I attended the PA/NJ/DE Tri-State training classes which, this year, was held in Dover, Delaware. The training was excellent as always. My classes included: Steward activities; When to notify OSHA; Duty of Fair Representation; and a presentation by representatives from the and Department of Labor. I also dealt with one issue involving a 1723 temporary assignment and made sure that person was paid properly.

I have attended a number of protests concerning the Trump Administration's stated desire to privatize the Postal Service. I have met a lot of concerned citizens that participated with us. One thing is clear. This is no just our fight, this is everyone's fight and I am thankful for the people who recognize that and join with us to keep America's Public Post Office.

Is Your Info Up To Date?

I would ask that all members ensure the APWU has their correct address. If we reach a negotiated contract, it will be sent out to the members for a ratification vote. This is your opportunity to say, "Yea" or "Nay" to the tentative contract. If the APWU does not have your correct address, you will not get a ballot. 2025 is also an election year for National Officers. You have a voice in deciding who will lead this Union in the future. Without a correct address on file, you may not receive an election ballot and will lose your voice and vote.

It only takes a few minutes to log into the APWU members only section of the website (apwu.org). Once there you can verify your information and make any necessary changes.

Finally, the date for our next Zoom meeting for members has not been set but I encourage everyone to log on to the meeting when it takes place. PPWU members have not had regular meetings in the past and Zoom Town Hall meetings are a great opportunity to ask questions or get additional info about what is going on in Pennsylvania. The Zoom meeting normally begin around 18:30 and run for about two hours. Please, continue to check ppwu.org for updates.

Check Out The Small Office MOU

The weather outside is getting nicer and summer will soon be upon us. Most of you should have picked your vacations by now and some may have submitted any incidental leave requests. The "Local Agreement", or LMOU, for PPWU members is the Local Memorandum of Understanding for Offices without a Local Union Structure. That is a fancy way of saying the Small Office MOU. If you are unsure about things like A/L submission, overtime desired lists, or holiday scheduling, the Small Office MOU should be the first place you look. The Small Office MOU is available on the ppwu.org website, or you can scan the QR code (right)



UNION STRONG ALL DAY LONG

Michael Crum

Southeast Area Business Agent



Happy May, everyone! Just a quick note from the southeast PPWU region. I've heard from a few members that management has been setting a 300 piece per hour "parcel standard". If you don't sort at least 300 parcels per hour, they threaten to give you a Pre-Disciplinary Interview (PDI).

These standards were never discussed with the Union prior to implementation which is a violation. Management can set a target number, or a goal to reach, but they cannot impose that standard require that it be achieved. We are not robots. Each office is different. The mail is different. Some people may have a disability that, despite their best efforts, prevents them from reaching this 3000 piece / hour goal.

Article 34.A. of the Collective Bargaining Agreement begins with "*The principle of a fair day's work for a fair day's pay is recognized by all parties to this agreement.*" Article 34.B continues, "*The employer agrees that any work measurement systems or time or work standards shall be fair, reasonable and equitable.*"

The Joint Contract Interpretation Manual addresses this more, "*Management may post the productivity goals for informational purposes only. No discipline shall be administered to an individual or group for not attaining the goal.*" If you have been given a directive to meet any count standards, or threatened with discipline if you do not, please, reach out to the Union representative in your region so that it can be investigated.

That's all for now.

Please have a great summer and stay safe out there!

Chad Beer**Northeastern Area Business Agent**

I'd like to congratulate all of the employees who accepted the VERA Retirement. It is well earned and I wish everyone good luck in retirement. I have friends that I've known for 30 years who took the VERA. They will be missed by management and by me. I am very happy for them and everyone else who will be enjoying retirement.

One downside from this will be that staffing shortages that existed prior to the VERA will only be made worse. The Contract, however, is still the same. **Management and Carriers cannot perform clerk work** and being short staffed due to retirements is not an excuse.

If this is happening in your office send me an e-mail at apwuchad@aol.com. I need a statement from you that includes:

- Who did the work. (names if possible)
- What work they were doing. (more details is better)
- How long they did it for (time started & ended)

Your statement is imperative. Without it I have no evidence to support a grievance. When I file a crossing craft violation management invariably asks, "*Where you there?*" No, of course not. They follow up with, "*Then you don't know what happened or who did what work.*" With your statement, I have the evidence I need. If resolution of the grievance involves payment, the settlement will go to the clerk who provided the statement. It will be split if multiple clerks report the same violation.

If management is permitted to do work themselves, or use carriers or RCAs not only will the short staffing continue, but it could result in the amount of budgeted clerk hours being reduced and jobs eliminated. We must protect our work and jobs and the way to do that is by filing the proper grievances.

Denied A/L?

The next issue has already happened in one of my offices. A clerk requested off on Annual Leave in June and was the request was denied because the other clerk had retirement and management claimed they had no coverage. This is **not** a reason for denying Annual Leave requests!

Management had the ability, after March 7th, to post jobs of clerks that were retiring under the VERA and placed the clerks on May 1st. If management did not do this, that is their fault. They cannot deny a leave request for this reason.

The process of requesting leave is as follows: submit three (3) 3971s to management. Management must sign, and date, the first copy on the 3971 under "signature of supervisor and date notified". This is your "receipt" and proof that you made the request. Management must respond to your request within 72 hours or the leave is considered approved. It is vital to have a copy of the first slip signed by management to enforce the 72 hour rule. If management refuses to sign the first copy, contact the Union and we will address it.

PTF Guarantees

A PTF clerk is guaranteed hours in their home office before a clerk from another office comes in the home office for hours. If you are not receiving 40 hours a week and another clerk is being loaned into your office contact the your Business Agent. We can file a grievance for you to be paid for the hours the loaned clerk worked in your office.

A PTF is also guaranteed 4 hours once scheduled. If a PTF has a 2 hour or more lunch, they receive a 4-hour guarantee before and after their lunch. If you are not scheduled properly contact the Union.

Don't Ignore Demand Letters

If you receive a Letter of Demand contact the Union immediately. The Union has 14 days to file a Grievance from the date you receive the Letter of Demand. Once a Grievance is filed for a Letter of Demand, management cannot take any money until there is a resolution to the Grievance. Oftentimes if a debt is not paid, the USPS will initiate an Involuntary Administrative Offset and withhold money from your check. They are not supposed to do this if there is a live grievance in the system. Since communication between postal management is lacking they run afoul of this provision and we can use that as another argument to try and win your grievance.

This means you should contact your Union representative when you receive the Letter of Indebtedness and if any money is involuntarily withheld from your check to pay the debt. We will also need a copy of your paystub, or a printout from ePayroll to show that the money was withheld.

Injured Carrier Doing Clerk Work?

Injured Carriers are not allowed to perform clerk work unless management contacts PPWU State President Kevin Gallagher prior to placing the injured carrier. They must discuss all options before allowing the injured carriers to perform clerk work. Management never contacts the State President they will just allow the injured carrier to perform clerk work so if there is an injured carrier performing clerk work call the Union. An injured RCA Carrier is never allowed to perform clerk work. The RCA Carriers are not part of Article 7 and cannot be placed to perform clerk work injured or not injured.

3971s: Fill Them Out

Anytime an employee is missing time from work whether it's a full day or partial day, the employee is required to fill out a 3971 for any time missed. The employee is not required to sign a computerized copy of a 3971 nor should an employee sign the computerized copy. The information may not be accurate. Say for instance the employee is out for an FMLA condition, requests FMLA and management does not type FMLA on the copy. You sign the copy and now it is an unscheduled absence counted against you.

Timothy Thompson**Central Area Business Agent**

Greetings to all my sisters and brothers from the PPWU across the Commonwealth!

With the so many APWU members retiring on Wednesday, April 30th, a burning question has been asked by a number of clerk craft members: “*What will happen to those full-time jobs?*”

Article 37 of the contract, gives the USPS 28 days from the date the job was vacated to either post the job for bid or revert (eliminate) the job.

Let us deal with the ugly first. If management wanted to revert the job there are several steps that must be performed within those 28 days. First, they would have to post a Notice of Intent to Revert in the office, as well as all stations and branches. Then, they must give the Union an opportunity to provide meaningful input *before* a decision to revert, or not revert, is made. Finally, the postmaster would have to post a Notice of Decision to Revert in the office(s). Again, all these steps must occur within 28 days.

If any of these VER-vacated jobs are not posted, or reverted by May 29th, please, call your steward so a timely grievance may be initiated. Also, do **not** discuss the vacant position with your postmaster. Sometimes they miss the 28-day deadline and we certainly don’t want to remind them that the clock is ticking!

Filling Residual Vacancies MOU

Another question I get asked a lot is: “*Why does it take a long time to fill these vacancies when a job has been properly posted?*” If a Full Time job is posted but receives no bids, the job becomes a “Residual Vacancy”. The USPS and APWU have negotiated a process for filling these Residual Vacancies and, unfortunately, it takes time to go through all the steps necessary to fill this residual vacancy. I have outlined (below) the steps that are taken to fill a Residual Vacancy. The steps are in boldface followed by a brief explanation.

1. **Unencumbered clerks in the same installation.** If there are any full-time clerks in your bid cluster (*APO & all RMPOs included*) that do not hold a bid job, the senior clerk without a bid will be placed in the residual vacancy. This process should normally be done within a day or two after the close of the bidding.
2. **Employees with Clerk Craft retreat rights pursuant to Article 15.5.C.5.a(5) or Article 12.5.c.5.b(6)** If any clerks were involuntarily excessed out of the office into a different office due to an Article 12 event *and* they have kept their retreat rights active, the senior excessed clerk would be placed in the residual job. This determination should also normally be completed within a day or two after the close of the bidding.
3. **Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to**

Article 12.5.C.5, who request transfers within the district or 100-mile geographic radius through the eReassign 21-Day Posting. This provision gives any full-time regular clerk working in an office identified for excessing, under Article 12, the right to bid on residual full-time regular position within a 100-mile radius of their office. This 21-Day Priority posting is posted on eReassign on the first day of every month.

4. **Conversion of Part-Time Flexible (PTF) Clerks in the same installation.** This is applicable to Level 18 and Level 20 offices only. (*PSE conversions will be addressed later*)
5. **Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.C.5, who request voluntary transfers beyond the district or 100-mile geographical radius through regular eReassign.** This provision is identical to step 3 in this process, except that the employee effected is outside of the 100-mile radius.
6. **Conversion or Transfer?** Once the residual gets to this point which will it be? A PSE conversion? Or a career employee transfer?
 - a. **Conversion of Clerk Craft Postal Support Employees (PSEs) to career status within the installation. -OR-**
 - b. **Transfers through regular eReassign, from other APWU crafts, employees with priority consideration and transfers through regular eReassign from all crafts, employees without priority consideration.**

In offices of less than 100 work-years (all offices Level 22 and below), one (1) out of each six (6) opportunities must be a transfer. The other five would be PSE conversions. The determination of conversion or transfer would be decided by comparing the PSEs hire date vs the date the transfer request was submitted, whichever is earliest. Once a transfer occurs in a block of six, another transfer cannot occur until that block of six has been completed and a new block has started.

If a conversion occurs, the effective date of the conversion will occur at the start of the third full pay period after the 21-Day eReassign posting closes.

The time period between a job being vacated and filled could take as long as two to three months if the job receives no bids and becomes a residual vacancy. Assuming there are no Unencumbered Clerks or Clerks with retreat rights, a job must be reported as residual by the 20th of each month in order to make it onto the eReassign list for the next month. Otherwise it will not get posted on eReassign until two months later.

PSE conversions, and transfers, must go through a second round of eReassign posting dragging it out another month. If you are a PTF or PSE with a conversion pending, I know it is a long process but be patient. The rewards will be worth the wait!

**Enjoy the warm weather and be safe out there!
Solidarity Forever!**

Andy Kubat**Publicity & Legislation Director****Sorry, not sorry**

There are some things I need to say. Some things you may not like, but you need to hear. Afterwards, you can disagree with me, get angry at me, or decide I don't know what I am talking about, and that's okay. As Director of Publicity and Legislation, I am charged with

keeping you informed of legislative initiatives that could have an impact on your job, your retirement, your family, and your life. I will not shirk that responsibility for fear that I might offend someone, or get voted out of office.

Who you are, and what you believe is your business, but when things impact, or relate to your job, wages, or benefits, it is *my* business, too. I have an obligation to keep you informed about topics that impact you as a postal employee. I hope that you would give that information due consideration and act accordingly.

If you have opinions about abortion, talk to your priest/pastor. If you are worried about DEI in schools, meet with your local school board. If you support the 2nd Amendment look to your gun club for advice. If you want to know what you should do to protect your job, I hope that, the APWU, PPWU President Gallagher, the other PPWU officers, and I would be your go to, trusted, source.

Sure, it would be easy for me to sugarcoat things and say everything is fine and dandy but I would not be doing my job and would be doing a disservice to you. It is my responsibility to share it all; The good, the bad, and the ugly. You may get not always like what you read here, and you are free to disagree. I do ask, and hope, that you read it through to the end and keep an open mind. Thank you, in advance.

Some Hard Truths

Our nation is being divided and it has been divided for several decades. However, what are seeing lately, particularly over the past eight years is a concerted effort to use politics to drive a wedge between working class Americans. A purposeful tactic of portraying everyone who doesn't share your beliefs as an enemy. Politicians, and their mouthpieces, have learned that anger and hate are powerful tools that can be manipulated to get someone to actually fight against their own interests.

The "Yeah, but..." President

Trump is a great business man and the country needs to be run like a business. Two problems here. First, the country cannot be run like a business. The goal of a business is to minimize costs, maximize profit, and steer that profit into the pockets of the owners / shareholders. A country functions best when it is run as a service. The job of the government is to ensure that it's citizens have the means, methods, and opportunity to provide for themselves. To protect the rights of the citizenry, and to enforce those rights and laws to ensure a level playing field.

Second, Trump, in my opinion, is **not** a great businessman. He has bankrupted over 36 companies, stiffed creditors, and left employees high and dry. He has used illegal immigrant labor to erect his buildings while fighting against union labor. Trump's style of business has always been to bully people into submission so they give him what he wants. When he owed money to contractors, he refused to pay them until the finally agreed to accept a lower amount. He goes to court and drags out the proceedings until the other side runs out of money. When a court rules against him, he simply refuses to comply with the ruling

Are his actions as President any different? He withholds money from countries, businesses and universities that do not do what he wants. He threatens to jail people who disagree with him, or challenge him. He unilaterally terminates legally negotiated Union contracts, and he uses bully tactics to control the Congress by threatening to primary anyone who does not blindly support his agenda.

It reminds me of a line from the movie "*Braveheart*". Robert the Bruce, a Scottish noble, lamented the fact that William Wallace inspired people to act, while his supporters were kept in place through threats and bullying. Bruce said, "*Men fight for me because if they do not, I throw them off my land and I starve their wives and their children.*" Sound familiar? I don't believe this is the kind of leadership that we should strive for, support, or encourage.

Why do I bring this up since President Trump's Executive Orders, mass firings, and unlawful actions have not had a direct impact on postal worker? ... Yet. It appears that may change as the Trump Administration has announced it is considering privatization of the Postal Service, lobbying Congress to impose, what can only be described as wage cuts and taxes, on Federal and Postal employees, and trying to control the selection of the next Postmaster General.

Here we go!

At the March 2025 National President's Conference (NPC), attendees were given a presentation on plans by the current administration, and MAGA Republicans, to attack the wages, benefits and retirement of Federal Workers to pay for tax cuts in the President's budget. President Trump's "One Big Beautiful" budget bill will increase the deficit by \$4.5 trillion over 10 years. It also includes over \$1.4 trillion in tax cuts for the wealthy. There were no specifics, in the proposal, of how those cuts would be paid for but it is now becoming painfully clear that you, me, and other federal workers will pay the price.

The NPC presentation outlined several possible benefit cuts and funding changes that could be made to fund the tax cuts on the backs of federal workers. These proposals, taken directly out of the Project 2025 playbook, include reducing promised retirement benefits for federal workers and increasing employee contributions towards pensions while offering no increase in benefits.

Continued on page 9...

Legislative & Publicity Director

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As President Gallagher predicted in his article, many “*They’ll never do that!*” folks poo-pooed the warnings and dismissed them as union scare tactics. Well... They’ve done it! At least, they’ve taken the first steps and they are not even trying to hide their plans.

It’s Happening Right Before Our Eyes!

On April 30, 2025, the House Committee on Oversight and Government Reform met to debate the 2025 Budget Reconciliation. In a partisan vote of 22 (Yes) and 21 (No) the Committee voted to cut federal / postal employee benefits by over \$50.9 billion. Republican Michael Turner (OH) joined 20 Democrats in voting no to this pick-pocketing of federal workers. The other 22 Republicans all voted yes to taking away your benefits. With this one partisan vote, the Oversight Committee approved all of the cuts that we were warned about at the March NPC including:

- **Eliminate the FERS Social Security Supplement** – When an employee retires before the age of 62, they receive this supplement until they turn 62. If this supplement is eliminated an employee planning to retire at 57 could lose as much as \$120,000. Or it might make it so they can’t afford to retire!
- **Increase the employee contribution to the FERS retirement plan to 4.4%:** Employee hired before 2010 would be required to pay an extra \$3,000 per year into their FERS pension and get no additional benefit. Employees hired between 2010 and 2013 would pay an additional \$2,000.
- **Replace the High-3 pension formula with a High-5 formula.** The current FERS formula is:
[Avg highest 3 yrs salary x 1% x years of service]. Adding two years into the formula means the average wage is lowered. This change will result in a lower High-5 average which would reduce your monthly pension benefits.

Two other provisions, passed by the House Committee in this package, are direct attacks on Federal workers.

- **Charging Veterans a filing fee** when they file claims and appeals with the Merit Systems Protection Board (MSPB)
- **Require all new federal employees forfeit their union rights OR pay more into the pension plan.** New employees would pay 9.4% of their salary into the FERS pension. This is more than double the current rate and would cost an employee almost \$4,000 more per year while providing no additional benefit. This is a wage cut, plain and simple.

If the new employee doesn’t want to pay the 9.4% FERS contribution, they would have to agree to be an “at will” employee with no union, no rights, no grievance process, or representation. “At will” employees can be fired for any reason and have no recourse to challenge their termination.

These last two provisions don’t apply to postal workers yet, however, their passage could serve as a blueprint on how to come after us. APWU President Mark Dimondstein put it plainly saying that, “*Congress’ outrageous proposals intend to finance tax cuts for the oligarchy with money from postal and federal worker’s paychecks.*” APWU Legislative Director Judy Beard is imploring all AWU members to pick up the phone and call their members of Congress. Tell them to keep their hands off our pensions!

How Can You Help?

It couldn’t be simpler. Call the Legislative Hotline at :

844-402-1001

You will hear a message from APWU President Dimondstein. Then you will be automatically connected to your House Representatives and Senators. Most likely, you will get their voicemail, or answering service. So, if you’re nervous about talking directly to them, you won’t have to! Simply leave a message telling them to vote **NO** to any cuts to federal and postal pensions. Another option is to go to apwu.org/call. It will take to the APWU’s Legislative Action page where you can fill out a form to send a message to your elected representatives. It is so quick and easy. There is no excuse.

New PMG

On May 09, 2025, the USPS Board of Governor’s appointed David Steiner to be America’s 76th Postmaster General. Steiner is a former CEO of Waste Management and, is currently on the Board of USPS competitor FedEx. President Donald Trump recommended Steiner for appointment by the BOG. Steiner is expected to take office in July.

Senator John Ossoff (D-GA), one of the most vocal critics of USPS leadership and the failure of the 10-year Delivering for American plan to produce results. With mail delays in Georgia at all time lows, Sen Ossoff called the USPS leadership, “*an abysmal failure.*” Regarding the new PMG, Sen Ossoff said that he will review Mr. Steiner’s record adding that it’s “*even more important that they get this right.*”

Steiner’s appointment has been criticized by postal unions and watchdogs who point to, what they believe are, clear conflicts of interest in hiring a direct competitor of the USPS, especially considering the administration stated desire to sell off the USPS over to for-profit delivery companies.

APWU President Mark Dimondstein issued a statement that says the APWU is “*deeply concerned and troubled by the process that the Postal Board of Governors (BOG) engaged in to select the new PMG.*” adding that the APWU is ready to fight for a sustainable and robust Postal Service that serves the public and provides a decent living for workers. Dimondstein appreciate the pledge of Mr. Steiner to maintain the independent and public nature of the USPS but noting that, “*words must be met with deeds,*” adding that “*postal workers, the APWU, and the people will judge Mr. Steiner by his actions.*”

Address Service Requested

UNION STRONG – ALL DAY LONG!

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THE KEYSTONE

May / Jun 2025

Coleen Simon

Human Relations Director



Happy Spring!!!! Hello Sisters and Brothers. The winter is finally behind us. Its that time of year when the days are longer and the days are warmer. I hope everyone takes time out of your busy days to enjoy the warm weather and sunshine.

The PPWU would like to congratulate **Zachary Chilek** who

is the winner of the 2024 John T. Boxler Scholarship. Zachary is the grandson of Paulette Sklanka. Paulette is a member of Scranton Local 101 and also serves as the Local Secretary / Treasurer.

Zachary will be attending King College in Wilkes-Barre, PA. On behalf of the Pennsylvania Postal Workers Union, I would like to congratulate Zachary and wish him all the best in school and wherever his life takes him!



LET'S NOT FORGET. MANUFACTURING JOBS DID NOT LEAVE THE US BECAUSE FOREIGN COUNTRIES "STOLE" OUR JOBS. THEY LEFT BECAUSE CORPORATIONS WENT OVERSEAS LOOKING FOR CHEAP LABOR.

