

# Postal Newsletter

## Press

AMERICAN POSTAL WORKERS UNION

NATIONAL POSTAL PRESS ASSOCIATION

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## Presenting the facts: a duty, responsibility

By Tony Carobine, President

For those of you old enough to remember the 1960's when there were only a few channels on television, you will likely remember the popular television series "Dragnet." Set in Los Angeles, this program was a crime drama about the cases of a dedicated Los Angeles police detective, Sergeant Joe Friday (played by Jack Webb) and his partner Officer Bill Gannon (Harry Morgan).

In his zeal to get to the heart of a case when interviewing female witnesses, Sergeant Friday would often say, "All we want are the facts, ma'am." Over the years, Dragnet's catchphrase became, "Just the facts, ma'am" although this version was never actually uttered by Joe Friday.

When you think about this phrase (or its altered version) that's exactly what our members desire when reading union publications or social media. Also, that is what the general public is looking for and expects

television and radio broadcasts. Much of this coverage dealt with the Postal Service's financial difficulties.

Unfortunately, many of these reports were misleading and inaccurate. Instead of addressing the real cause for the financial

and describes the importance of the Postal Service as a national treasure belonging to all Americans. (See page 4 for this article.)

We, as union communicators, as well as local and state officers should follow this example and be on the ready to write our

*"In his zeal to get to the heart of a case when interviewing female witnesses, Sergeant Friday would often say, 'All we want are the facts, ma'am.'"*

difficulties – a congressional manufactured financial crisis, much of this coverage inaccurately pointed to such things as a loss in mail volume due to the Internet as the primary reason for its financial problems.

The facts are that in 2006 Congress passed the Postal Accountability and Enhancement Act requiring the Postal Service to prefund 75 years of retiree health care costs, for people not even born yet.

Whenever erroneous accounts are published we have a duty and a responsibility to challenge them. This can be accomplished in a number of ways. For example, opinion-editorial pieces, letters to the editor, press releases and having a union spokesperson available for radio and television interviews.

Such an example is an article recently authored by

APWU President Mark Dimondstein and printed in mainstream newspapers titled: "Let's deliver the mail not myths." In the article, Brother Dimondstein explains the source of the USPS's financial difficulties

own fact-based opinion pieces, letters to the editor, etc. and submit them to the media outlets in our respective towns when the need arises or we are called upon to do so. (See *Letters to the editor* and *Guest columns* on page 5 for some suggestions.)

Also, we should not always wait for erroneous reporting to address matters the public needs to know about. Opinion pieces and letters to the editor can be great tools for generating public support. Such support is an important ingredient needed for our survival.

As in the case of Postal Service finances, left unchallenged, the citizenry could eventually buy into the falsehood that the Postal Service is going bankrupt and can only be rescued by privatization or instituting massive cuts such as closure of postal facilities, outsourcing, ending Saturday delivery and other devastating cost-cutting measures that would result in a reduction of service and ultimately total destruction of the USPS.

We have a duty and responsibility to our members and to the public we serve; to present the true facts. It looks like this activity may be of even more importance in the near future. (See "*White House plan to privatize Postal Service*" on page 3.)

As Sergeant Joe Friday said, "All we want are the facts, ma'am."



when reading a mainstream newspaper or viewing a news broadcast.

Much has been written over the past several years about the USPS in mainstream newspapers, on the Internet and reported in

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**Statement of purpose:** Published by the American Postal Workers Union National Postal Press Association, the *PPA Newsletter* is an educational tool designed to assist PPA members with the performance of their duties as communicators and to help promote the goals and objectives of the APWU.

**This publication is 100% union printer produced: Union typeset, Union layout, Union printed.**



# Why should we have a newsletter?

By Jenny Gust, Editor-at-Large

Has someone ever suggested that the local could save some money if they didn't have a newsletter? I am part of a NARFE group that is dropping their newsletter because of costs. Permit room fees, postage, paper, ink, labels all cost money. I don't like it but I was only one vote. It remains to be seen if it will affect the group or not. I personally feel that we will get less people to our meetings in the future. Time will tell.

As far as our union goes we collect dues from our members, a good amount in most cases. I think they deserve something back for that money besides the filing of grievances. Not everyone files a grievance – I think I had one in 40 years of service. People are busy and don't always attend meetings. The meetings aren't held at a time when it is convenient for them or they just have other more important things to do. I know I hear you – well it is their job – it should be important. But in real life most people don't come to meetings and that's a fact!

The newsletter is there to let them know of the current situation regarding their workplace. The Postal Service is always changing; once in a while for the good and more

than not, for the bad. The members need to be aware of the changes and what they need to do to deal with them.

Your publication also can help prepare the members for the future. Inform them about their retirement and benefits available. Encourage them to look up this information for themselves so they become educated but also instruct as much as you can. Give them enough to get them going.

A few things you can put in your paper include: Meeting notices (keep trying to get them there), what happened last meeting, who the officers are and how to reach them, contract information, election news (local, state and/or national), articles from officers, holiday greetings, announcements about union gatherings such as picnic, Christmas party, open house, etc. Tell them when the next few meetings are going to be, new members that have joined, get well, sympathy, baby, grandchildren and other types of congratulation notices.

The paper is there to remind them they are UNION! Remind people to be proud of that fact! Remind them we are in this together. It can also thank them for belonging. If not for them and their dues, none of us would have a job as editors!

# Communicating more often in more manageable bites

Like many locals, yours may have a hard time producing a publication that sticks to a regular schedule or that appears more often than four to eight times per year. But it's crucial to communicate frequently and regularly to convey the image of an "issues advocacy" union. Irregular and infrequent publications will have a hard time getting readers activated about what the union is doing, especially if all that is reported is what already is done.

If you can't produce a regular monthly publication, consider complementing your current paper with one that is easier to produce more frequently and regularly. This may mean running fewer long articles and fewer pages and using a simpler design, settling perhaps for just a

one-page, two-sided bulletin containing short items. The trade-off is that you will be reaching people in a timelier manner on issues. You will stand a better chance of involving them in the resolution of those issues, and you'll be more likely to create the impression of an activist organization.



# How important is your column?

By Cathy Hanson, Editor-at-Large

Most of us editors have our own column in our newsletters. I've found over the years that most people comment on my column if I've included something of a personal nature. Doesn't necessarily have to be personal to me, might be a dog story, or a garden story, but it resonates with the members who read the newsletter. I am

lucky to have good writers who also write frequently and they are the officers who are responsible for getting information to the membership in a timely manner. The newspaper is the best form of communication for any membership, provided your members are reading it.

I have tried all kinds of things to get people to read the whole paper. I found that breaking up an article on different pages sometimes led someone to read what else was on that page. Even if you have the room on one page, sometimes a picture or another article starting is enough to grab someone's interest. I know we've all heard, "pictures,

pictures, pictures" and that is a great way to get people's attention – we all like to see ourselves in print.

No matter what I have done, what I come back to is always those articles with something personal in it. People love to read feelings, not facts all the time. There is a balance between total information and a little entertainment as well. People like to know who you are when you're writing to them every month. When you can add pictures of an event, more the better – our membership has to feel they belong and we want them to belong and be active. That is more important than just getting them to pay dues!

## Weapons of mass instruction revisited

By Hank Greenberg, Life Honorary Member PPA Advisory Council

One of the activities I miss most is the PPA national conference. If you have attended a conference in the past you know what I mean and if you have never attended, you don't realize what you're missing. I urge you to make plans to attend next year's PPA conference being held on July 31 – August 3.

New editors will find the classes to be the single most important opportunity to get a jump start on making your local or state publication a more effective messenger of information and education for your members. If you already have a few editing years under your belt you continue to learn new, useful information and at the same time have an opportunity to renew old friendships and make new ones, at a PPA conference.

PPA President Tony Carobine always manages to provide talented instructors who present a well-rounded educational program. I have attended many journalism classes in the public sector and private sector and have never found a better program than the one presented to editors attending a PPA conference.

These classes are 'weapons of mass instruction' which can help to make you a better editor, associate editor or publicity director. I sincerely believe this and after you attend I think you will agree.

Note: Thank you to the many editors who include me on your mailing list. The opportunity to read your publication has made me feel more close to you and see the great work you are doing on behalf of your members.

## Statement by President Dimondstein on White House plan to privatize the Postal Service

(APWU Web News) The White House proposal on restructuring the federal government released on Thursday, June 21 "Delivering Government Solutions in the 21st Century," delivered nothing but misinformation and, if implemented, would end regular mail and package services at an affordable cost to 157 million addresses every day. Furthermore, the White House plan is an attack on many federal agencies and the public services they provide.

The White House's plan states, "Like many European nations the United States could privatize its postal operator..." What's left unsaid is European nations charge substantially more for mail services delivered in a much smaller area. They also regularly raise the cost of delivery. For example, the cost of sending a letter in the United Kingdom has increased 80 percent over the past decade. By comparison, the U.S. has the lowest postage rates in the industrialized world.

Eliminating the universal service obligation, as the plan suggests, would hurt business and individuals alike, and would be a dagger aimed at the heart of rural America and undermine e-commerce.

The draconian plan uses "burdening the taxpayers" as justification to promote

the privatization of the U.S. Postal Service when the truth is USPS is self-supporting and receives no tax dollars for postal operations.

And, while letter mail volumes are lower, package delivery is up substantially. No institution is better suited for the e-commerce revolution than USPS. The public Postal Service serves each and every person and belongs to the people of this country. According to recent surveys by Gallup and the Pew Research Center, it enjoys the highest level of satisfaction and trust of any government service or agency, rating the highest among young people.

Privatizing the Postal Service is not in the public interest or the interest of postal workers and would be nothing more than a raid by corporate pirates on a national treasure.

This outrageous White House plan should be a wake-up call to every postal worker and APWU member. The threats of postal privatization, the threats to decent union jobs, the threats to good services, are real.

The American Postal Workers Union stands with the people of the country and our many allies in the ongoing fight to ensure a vibrant public Postal Service for generations to come.

# Let's deliver the mail, not myths

By Mark Dimondstein, Washington DC

President Trump's attention of late has been focused in part on the United States Postal Service and Amazon, resulting in a new executive order calling for an evaluation of USPS finances. This is a good opportunity to underscore some important facts regarding the Postal Service, a national treasure belonging to all the people of the United States.

Tax dollars do not fund Postal Service operations. Instead, it operates on earned revenue from postage and other products and services. As a self-funding independent agency, the Postal Service provides universal service at uniform and reasonable rates, delivering to 157 million addresses six (and sometimes seven) days a week, no matter who customers are or where they live.

Contrary to conventional wisdom, the primary source of current Postal Service financial challenges is not the decline of letter mail. Rather, the red ink derives almost entirely from the bipartisan congressional enactment of the 2006 Postal Accountability and Enhancement Act. The act compelled the Postal Service to pre-fund 100 percent of future retiree health care costs, 75 years into the future, for workers not even born yet. This mandate transferring postal revenues to the federal treasury bilked the Postal Service out of \$5.6 billion a year over a 10-year period. No other company or agency faces, or could survive, such an onerous financial burden. Adding to the absurdity is the fact that, prior to the new law, the Postal Service

had been reliably paying the retirement health benefit premiums as they arose, as do other companies and agencies. Without this manufactured pre-funding crisis, the U.S. Postal Service would have shown a positive net income in four of the last five

the Internet "taketh" the Internet "giveth," as package volume has skyrocketed with the explosion of e-commerce.

The public post office, established by the Constitution, is a democratic right of the population and has helped bind the people of

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***"Contrary to conventional wisdom, the primary source of current Postal Service financial challenges is not the decline of letter mail. Rather, the red ink derives almost entirely from the bipartisan congressional enactment of the 2006 Postal Accountability and Enhancement Act."***

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years averaging close to \$1 billion annually — again, without a dime of taxpayer money.

The same 2006 law placed further strain on postal finances with an unreasonably restrictive price cap on postage rates. While it helped the profits of huge mailers, it diminished services for the general public. Combined with the pre-funding debacle, this price cap contributed to reduced hours, closing of post offices, slower delivery standards, and severe short staffing, leading to longer lines and later delivery times.

With the growth of the Internet, letter volume has declined over the last decade. And yet a massive amount of mail is processed and delivered, some 500 million pieces a day — including messages of love and sympathy, medicines to seniors and veterans, financial and business transactions, periodicals, catalogs, and packages. Indeed, what

this country together for the last 240 years. The Postal Service, with its dedicated and accountable workforce, is consistently rated the most trusted and respected government agency. In these days of the e-commerce revolution, it is as vital as ever. Noteworthy is that in the Internet age, lack of security and invasion of our privacy has become the norm. The U.S. mail may just be the last bastion of private and secure communication.

New challenges certainly exist, but the solutions are not complicated. Congress should fix the pre-funding fiasco. Common-sense bipartisan bills, currently stalled in both the Senate and House, would do just that. The Postal Regulatory Commission can eliminate the arbitrary and artificial price cap and give the USPS more pricing flexibility so large mailers pay their fair share. This still will allow the Postal Service to maintain the lowest postal rates in the industrialized world.

Postal workers and millions and millions of customers certainly hope that the task force created by the executive order has as its starting point a sincere commitment to helping the Postal Service thrive. However, if the task force proves to be a smokescreen to promote the postal privatization agenda of the likes of the Heritage Foundation and Cato Institute and their billionaire benefactors' efforts to turn the common good over to private profiteers, then postal workers will be on the front lines fighting back, united with our communities and the people of this country, to ensure a vibrant public postal service for many generations to come.

*Mark Dimondstein is president of the American Postal Workers Union, AFL-CIO.*

*2018 Contract Campaign . . .*

**FIGHTING TODAY**  
**for a BETTER**  
**TOMORROW**

# 2018 federal election booklet available

The 2018 edition of the PPA booklet, *Federal Elections, Union Publications and the Internet* is available for PPA member's use in the Member Resources section of the PPA website.

This booklet contains guidelines for including information in a union publication and the Internet regarding the November 6 election for congressional representatives along with regulations pertaining to APWU COPA solicitations. Also discussed are techniques for generating participation by union members and their families on Election Day. PPA members are urged to use this booklet as a reference (and download and share with other officers).

Following is an excerpt addressing material permitted in a publication if it is mailed to the local (or state organization's) APWU Community. A local union's APWU Community is defined as other APWU members (including retirees who pay retiree dues) and their families and executive or administrative employees (including secretaries and assistants) of the local union and their families.

"Generally, you can use "express advocacy" in your communications to the APWU Community. Express advocacy means a message that unmistakably urges for the election or defeat of a candidate, or inevitably leads to that conclusion. You may include the following express

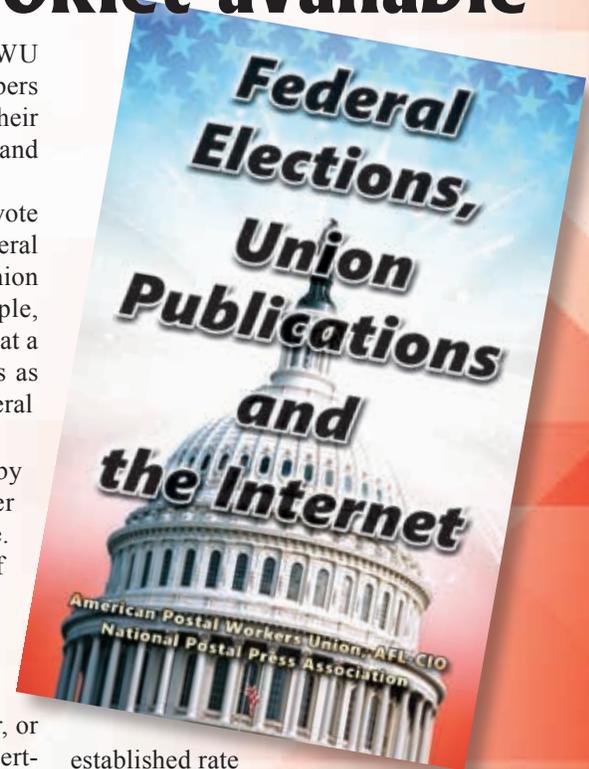
advocacy subjects only in an APWU PPA newsletter, sent to APWU members (including dues-paying retirees) and their families as well as administrative staff and their families:

1. Encourage readers to register to vote **and** vote for or defeat a particular federal candidate. You can also express an opinion on an issue or legislation; for example, support for Medicare, in such a way that a reasonable person would interpret this as urging the election of a particular federal candidate or candidates.

2. A column or editorial written by an APWU member stating his or her personal views on a partisan candidate. This includes personal endorsement of candidates and urging others to vote for a particular candidate. Any article that implies support for a candidate should include a statement that it represents the views of a particular local member, or the local itself. This can be done by inserting a phrase such as "in my opinion," or a by-line.

3. Publication of information about a candidate in the form of a resume of his or her qualifications for office, or a "score card" of positions on issues or voting records.

4. A paid political advertisement paid for by a candidate or political party. You must charge for the advertisement at your



established rate and payment **must** be received prior to publication.

5. Encourage members to volunteer to work for a particular candidate's campaign.

6. Publicize upcoming candidate events such as political rallies, meet the candidate forums, etc. You can also report on what happened at such events, including discussing the points made by the candidate in his or her speech.

7. You can coordinate with a federal campaign or party about any communications to the APWU Community. To "coordinate" means to cooperate, consult, work in concert with, or to do something at someone's request. **Note: Reprinting campaign material received from a candidate for federal office is prohibited.**

## Letters to the editor

Letters written for mainstream media papers usually comment on items and editorials in the newspaper, but you can bring up any subject. Since editors hesitate to publish frequent letters from the same person on the same subject, this form of communication is a good way to involve other members of your local.

- Writing letters can be a good exercise for activists because it helps focus the issue more clearly in their own minds. Editors are more likely to print letters that are:

- Signed with the writer's name, address and phone number.

- Contain no more than 250 words.

- Well-reasoned and indicate the writer knows the subject (like good press releases, good letters contain numbers and facts, not just opinion).

- Timely and relating to an ongoing issue in the news or respond to a news article or editorial printed no more than a few days before.

## What are guest columns?

Often called "op-eds" because they usually appear on the page opposite the editorial page, these essentially are longer letters to the editor. They can run up to 750 words. Sometimes they are intended to refute an editorial, but they don't have to. Call first and ask if the editorial page editor is interested in seeing your op-ed. The same tips apply here as to letters to the editor – except that since an op-ed is longer, you need:

- A beginning, which identifies the problem in one or two paragraphs.

- A middle, wherein you put forth the reasons (including facts and data) for thinking the way you do and for proposing the solution you recommend.

- An end, which in one or two paragraphs ties in the points you made in the middle to the problem you identified at the beginning.

# The PPA: a living masterpiece – the work of two artists

By Edward J. Brennan,  
Secretary-Treasurer

Over 50 years ago, when I was the editor of the *Show-Me News* in the United Federation of Postal Clerks (UFPC), I received a call from the young editor of the Miami Local newsletter Hank Greenberg. Brother Greenberg told me that he was calling editors concerning an idea he had about starting a press association and wanted me to join other UFPC editors at upcoming conventions to discuss the idea.

We met at various meetings and approved the idea. At first the national union was afraid the group would become political and work against the UFPC but let us proceed when we accepted Patrick Nilan to represent the national union on the board.

As one who has been with the organization from the beginning and one of the originals who can speak about the entire life of the PPA, I would like to take this opportunity to tell you about the two leaders of this organization who have created, molded and perfected the organization



into the beacon of the printed word that it is today. Brother Greenberg created an Advisory Council of the best leading editors available in the UFPC and founded an independent news network that would represent the views of local and state bodies throughout the UFPC.

After adopting a constitution and scheduling programs and classes at conventions

and meetings, Hank created the Awards Program and set the organization in motion. Once the national union realized the PPA was an important tool for organizing new members and training officers and members in using the written word for the good of the entire union, the PPA was accepted by the national union and became the non-political body it was created to be.

The union mergers caused the UFPC Press Association to become the APWU National Postal Press Association. The PPA became a proud and important part of the APWU and papers and newsletters flourished throughout the union. The organization went from a dream to a smooth running reality. Hank then decided to go on to other things and named a successor.

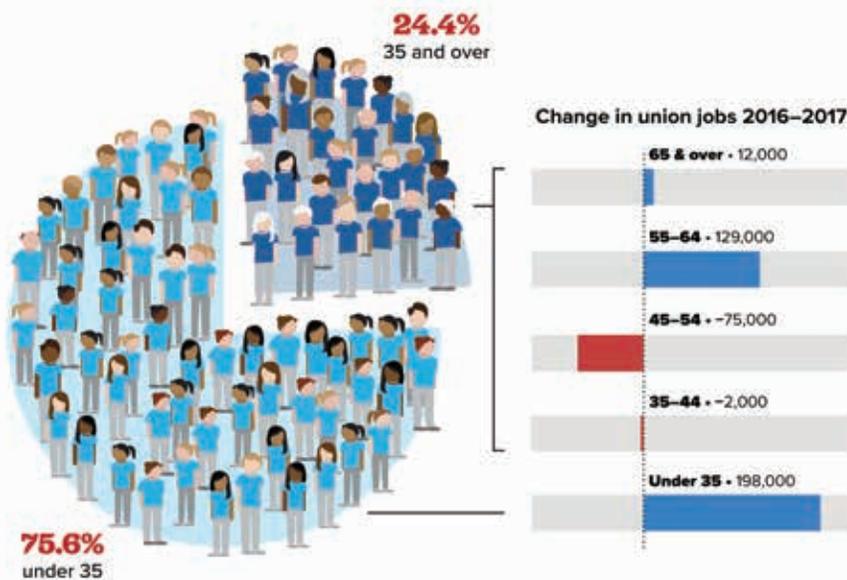
Within a short time Tony Carobine was elected to take over the leadership of the PPA. President Carobine continued to carry out the visions of Hank Greenberg and the PPA blossomed in training programs for editors and union officers. Legal issue classes taught editors and officers what they could do and say. Classes on newsletter editing trained editors and officers to such an extent that the creations of editors were winning awards for their papers and the PPA news network was keeping members throughout the nation informed for the APWU national office. The dream of a press association has grown into the outstanding educational arm of the APWU and the information hot line of the union.

People often have scholarships, streets or monuments named after them. Soon thereafter people forget who they were or what they did to deserve this honor. That is why I am writing this today. Two outstanding union leaders have created the living monument to the printed word and nurtured and protected it for over 50 years.

Today, the APWU and its members can be proud of the organization that was born and raised by two great union leaders that I have had the honor of knowing and working with. This union, its members and future members owe a great amount of thanks to two dedicated union leaders for what they have given to all of us. The masterpiece is the APWU National Postal Press Association. These Artists are Hank Greenberg and Anthony Carobine.

## 76% of the increase in union membership in 2017 was workers under 35.

The total number of union members grew by 262,000 in 2017. Three-fourths of those gains were among workers under 35.



Source: EPI analysis of Bureau of Labor Statistics' Current Population Survey

More at [go.epi.org/unions](http://go.epi.org/unions)

Economic Policy Institute

# **Attend the 2019 Biennial PPA Conference!**

**Thursday, August 1 – Saturday, August 3  
(Pre-conference session Wednesday, July 31)**

**The Meadows Events & Conference Center  
at Prairie Meadows Hotel, Racetrack & Casino  
Altoona, Iowa**

A guestroom rate of \$129.00 per day for king or double queen occupancy will be in effect throughout the conference, in addition to three days before and three days after the actual meeting dates. Current tax rate is 12%. Prairie Meadows will provide free shuttle service from Des Moines International Airport, complimentary Internet access and no charge for parking a vehicle. To make room reservations, please visit their website, [www.prairiemeadows.com](http://www.prairiemeadows.com) using group code **07292019APW** or call **1-800-325-9015**.

## **This intensive four-day event will help you and your organization:**

- Better inform and educate members and their families.
- Create a communications system that will stimulate membership participation and build a stronger union.
  - Conquer the challenges of public speaking.
- Learn how to establish a working relationship with the media & methods for generating public support.
  - Develop highly effective internal & external communication strategies.
  - Map out ideas for developing an editorial policy.
- Explore the subject of electronic communication and how it can complement a print publication.
  - Avoid costly lawsuits by studying the subjects of libel, copyright and internal union elections.
- Infuse the union's publication with style and personality so members will read every issue.
  - Harness the tools for conducting interviews that get noticed.
- Become skilled at writing news stories, eye-catching headlines and high-interest feature stories.
  - Discover how labor history can be used to improve union involvement.
  - Master techniques for reporting on issues affecting the membership.
    - Inspire union loyalty through the art of photojournalism.
  - Use communication as a means to stamp out membership apathy.
- Meet others who perform similar work and share experiences, problems and ideas.
  - Get recharged and eager to put dozens of new communication ideas to work!

**All of this and much, much more!**

**APWU National Postal Press Association**

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## Flashback 1980 – 1981 . . .

For many years, member publications of the APWU National Postal Press Association have fulfilled their mission of communicating with their union brothers & sisters through the written word. From contractual rights to the importance of union membership and involvement, these publications have dutifully kept their members informed. Following is a look at 1980 – 1981 featuring a random selection of clips from a few of the hundreds of PPA affiliated local and state publications.

**The Black Swamp Outrider, Toledo, Ohio:** “To those of you who have chosen not to join the union, have you considered what the Postal Service would be like if everyone were like you? You think you get pushed around by management now! The APWU has negotiated your leave benefits, your breaks, your wages, your cost-of-living increases, your working conditions, and many other things which you give little thought to. If all these things were not contracted for, consider how many hours you might be working, under what conditions, and for what wages. You and your working conditions would be at the mercy of any pencil-pushing supervisor. You say things are bad now, they’d be unbelievably worse were it not for the union.”

**The Oakland Postal Worker, Oakland, California:** “Recently, several members have charged that their supervisors have altered, changed, modified (whatever) Postal Service documents – usually PS 3971’s. While most of the supervisors around would hesitate to stoop to such low life activity, there are some who find the ‘creative’ urge too great to resist.

We urge you to keep copies of any document you submit to management and to check your records periodically to ensure that what you’ve got and what they’ve got are the same. If you notice a discrepancy, contact your steward!”

**DMI News & Views, Des Moines, Iowa:** “Whenever there is a shortage of office personnel, there never seems to be any problem getting these positions filled. They either promote someone, loan someone from the workroom floor or put up a temporary bid and boom, there is shortage. Yes, it is easy to bid temporary jobs to the front office. But what about the jobs left vacant on the workroom floor? Do they ever try to fill them? Hell no. The people on the workroom floor can just work a few more hours of overtime and this justifies everything.”

**Press On, Saint Louis, Missouri:** “The problem of the poor service to the customers is management’s fault. The severe cutback in employee hours only leads to poorer service and worse operations. A classic example: phones cannot be answered promptly, customers cannot be waited on in order to be cleared for accountables. Pity the customers, the callers and box holders. Their motto: pray, wait and pay!”

**Florida Postal Worker, Florida State APWU:** “The steward. You, as the representative of the American Postal Workers Union in your office, carry a very important and responsible position. You are a negotiator for your membership; guardian of the National Agreement for the membership-at-large; and advocate in disciplinary and

grievance cases. It is imperative therefore, that you use sound judgement and good reasoning when confronted with the day-to-day problems which arise in your work location . . . You are the backbone of the union.”

**Linkin Postal News, Lincoln, Nebraska:** “I think part of the problem is apathy. The majority of us think we can just sit back and let everyone else do the job. We don’t want to get involved. If your reason is lack of knowledge, then pick up your national magazine and read it; or attend a local union or auxiliary meeting. The messages are there if you just put forth a little effort to receive it. Get involved, sooner or later the job you save may be your own.”

**The Illinois Postal Worker, Illinois State APWU:** “Labor is here, in its hundredth year, to deliver a simple message to the administration and to the Congress: we have come so far, struggled too long, sacrificed too much, and have too much left to do, to allow all that we have achieved for the good of all to be swept away without a fight. And we have not forgotten how to fight! We are out front and we shall not fall back to hide and wait for better political weather. But the winds are changing as they always do. The winter’s chill is approaching and the bloom is fading from false mandates. Today is just a start, but solidarity is more than just a day. As our brothers and sisters in Poland have shown the world, it is a quality of the human spirit that can never be defeated.”

**Occurrences, Reading, Pennsylvania:** “Did anyone notice the supervisor who gave the safety talk – on crutches?”