

MS Postal Workers Union represents postal facilities that are not a part of an area local. These are our members at large. The State organization consists of the State President, State Secretary/Treasurer, Editor, 4 District Directors and 4 assistant Directors. We represent a large area of the State. So that is why we need you, the members, to keep us informed on what is going on in your office. We also need you to play an active role in your Union.

Article 15: Grievance-Arbitration Procedure states: A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours and conditions of employment.

When Filing A Grievance: The grievant or the union must discuss the grievance with the employee's immediate supervisor within fourteen days of when the grievant or the union first learned, or may reasonably have been expected to learn, of the alleged violation. If the employee files his/her own grievance, then the grievant may be accompanied and

represented by a union representative. If the union initiates a grievance on behalf of an individual, the individual grievant's participation in a Step 1 meeting is at the option of the union.

There may be a time that you will have to initiate a grievance on your own behalf just to protect time limits. Very seldom does this happen, but it could. I want every member prepared to get the ball rolling, as they say, in case this could happen. We, at times, are unable to contact your postmaster especially when you hold a letter of warning or a letter of demand to the last minute. When this happens you may have to notify your postmaster that you are initiating a Step 1 grievance and you want your union representative notified. Make sure you

record the date and time of that discussion. This will protect you and the union. Let us work together to make the union better for us all.

Union Representation: Who are the people who represent you?

They are bargaining unit employees who have taken on the responsibility to represent someone other than themselves. They are employees who are willing to work on behalf of the union and you. Most are not asked to be union reps, but they chose to. They are the employees who are willing to take time away from their home and family to work for you. Most union reps, especially the ones who work on behalf of the State Organization, are paid very little or nothing at all. They get reimburse for the time they take off work to go represent our members and they get travel time. They get nothing for the wear and tear of their vehicle. They get nothing for the endless phones calls on their personal phone. The union doesn't pay them for any of that. They don't get paid for the complaints they have to listen to from our members and even our non-members. I have had members tell me they would never be a union rep because if it doesn't make money it doesn't make sense. The endless hours they spend at home reading the contractual language that applies to your case. The Contract that you got in the mail is not the only book they have to work from. They work with all of the handbooks and manuals that are a part of what governs the postal service. Don't get me wrong, it is rewarding to take on the challenge of learning and applying the Contract. I know that is one of the reasons each of them do this job. It has never been about the money. There is no money made on the front line of union representation. They work from pride.

So to every union rep past and present I want to thank-you and your family for all you do, for all the time you have given to the union. I have the greatest respect for each of you and the role you play in helping make the union. Thank-you!!!

Last but not least, COPA. We need your COPA dollars. Let this be the year that every member gives \$52.00 to COPA. Let's show that Mississippi takes care of its own.

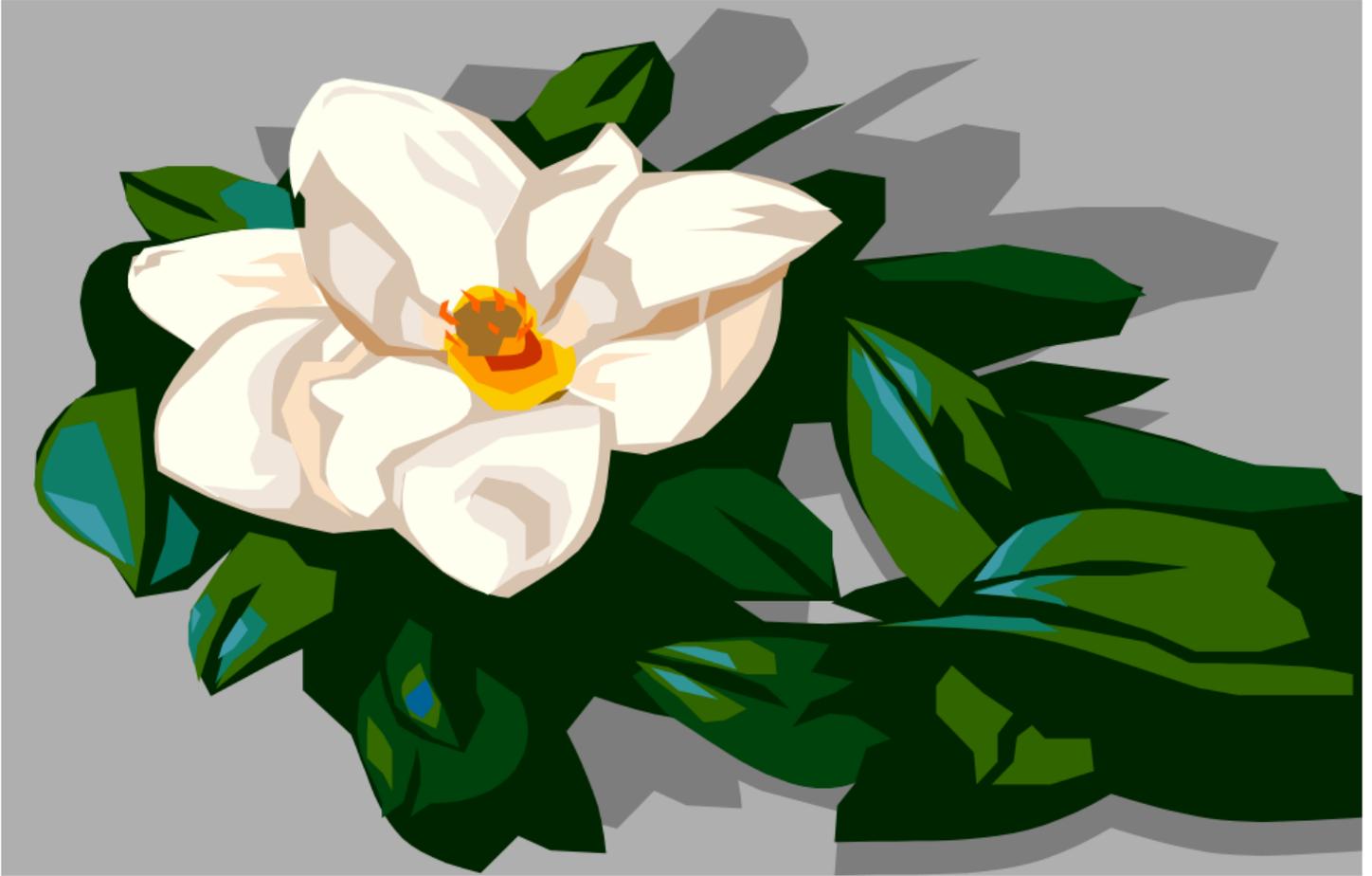
In Union Solidarity,

From the President's Desk



Sunny Thigpen

**STATE CONVENTION 2017
HOSTED BY JACKSON MS AREA LOCAL 1207**



SHERATON MUSIC CITY HOTEL
APRIL 26-27, if necessary Friday Morning
Check in APRIL 26TH. CONVENTION STARTS AT 1:00 P.M.

Room rate \$150.00 per night

Cut off for room reservations is MARCH 24, 2017
Individual room cancellations need 72 hours' notice

GROUP CODE # APWU
1 (888) 627-7060 for reservations

State Registration is \$40.00 per delegate

YOU MAY CALL TERESA SMITH @ (601)506-4812 OR EMAIL

tterrellsmith@aol.com

MAIL RESERVATION FOR STATE CONVENTION:

JACKSON MS AREA LOCAL 1207

P O BOX 1948

JACKSON MS 39205-1948

REMINDER: THIS IS AN ELECTION YEAR FOR NEW OFFICERS 2017-2019

As my first two years as the District 4 Director comes to a close, I would like to thank again everyone for allowing me to serve you. Looking back on the grievances I have filed, they have covered most of the Articles within the Collective Bargaining Agreement. I hope that everyone that I have worked for in the grievance process believes that I have defended them to the maximum allowed by the Collective Bargaining Agreement.

District 4 Director Report

That being said, I feel that we must bring to everyone's attention their "WEINGARTEN RIGHTS".

A VITAL FUNCTION of a steward is to prevent management from coercing employees into confessions of misconduct. THE NLRA's protection of concerted activity includes the right to REQUEST assistance from union representatives during investigatory interviews.

The APWU tries to educate its members about the advantages of having a steward present at an investigatory interview. These include the ability of the steward to:

- * Serve as a witness to prevent a supervisor from giving a false account of the conversation;
- * Object to intimidation tactics or confusing questions;
- * Help an employee to avoid making fatal admissions;
- * Advise an employee, when appropriate, against denying everything, thereby giving the appearance of dishonesty and guilt;
- * Warn an employee against losing his or her temper;
- * Discourage an employee from informing on others;
- * Raising extenuating factors;

Employees sometime confuse Weingarten rights with Miranda rights. Under the Supreme Court's Miranda decision, police who question criminal suspects in custody must notify them of their right to have a lawyer present. The Supreme Court did not impose a similar requirement in Weingarten. An employer does not have to inform an employee that he or she has a right to union representation.



IT IS MOST IMPORTANT THAT EVERYONE REMEMBERS THE FOLLOWING STATEMENT!

"IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED OR TERMINATED, OR AFFECT MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE, OFFICER, OR STEWARD BE PRESENT AT THIS MEETING"

I should also make everyone aware that management is likely to respond NO I just want to talk to you about this, but if you proceed without representation and find out different the union cannot help you from what was said at the investigative interview. Yes, we can grieve any discipline that you might receive, but may not be successful.

So, if management of any form tells you they need to talk to you. Remember the above bold and underlined statement. I have heard the terms attendance review to did you scan. All of them can be just that or led to discipline.

I have taken this from several documents that the APWU have given us during training. Please use this advice if needed.

Again, THANKS for allowing me to represent you and I look forward to hearing from ya'll soon.

George Collins



MISSISSIPPI STATE CONVENTION 2017

April 26-27th, 2017

REGISTRATION - FORM

PLEASE PRINT

NAME AND ADDRESS OF LOCAL/STATE UNION

ATTENDING DELEGATES AND TITLE

1. _____ 8. _____
2. _____ 9. _____
3. _____ 10. _____
4. _____ 11. _____
5. _____ 12. _____
6. _____ 13. _____
7. _____ 14. _____

MAKE CHECK PAYABLE TO: Jackson MS Area Local 1207

MAIL TO: JACKSON MS AREA LOCAL 1207

Attn: TERESA SMITH, Secretary/Treasury

P O BOX 1948

JACKSON MS 39205-1948

MUST BE RECEIVED BY March 31, 2017



DUES! DUES! DUES! THEY ARE DUE!!!!!!

The revenues of Mississippi Postal Workers Union will be derived by per capita tax of nine (\$9.00) dollars per year for each Member-at-Large, and each Local assessed ten (\$10.00) dollars per year per member with the limitation that no Local shall be required to pay more than \$3,500.00 per year. Dues are payable in advance.

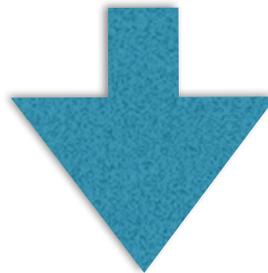
MS POSTAL WORKERS UNION

P O BOX 17343

HATTIESBURG MS 39404-7343

[601]912-2158

Got a Question?
Need some answers?
Who you gonna call?



Before the Union ...
Employers Just Said

“NO”



- NO** wage increases
- NO** vacations
- NO** pension plan
- NO** health insurance
- NO** sick pay
- NO** negotiated work rules
- NO** paid holidays
- NO** overtime pay
- NO** grievance procedure
- NO** limits on work load
- NO** seniority recall rights
- NO** safety standards
- NO** unemployment benefits
- NO** severance pay

Facebook / UAW Region 1

ALEC, funded by the rich and big corporations, is taking us back to 1800's again!

Storm is Coming

Mississippi Postal Workers Union Officers

President

Sundrenia Thigpen
P O Box 3775
Jackson MS 39207-3775
losumax@aol.com
(601) 209-3706

District 3

(390 - 392, 396)
Jerry Moore
P. O. Box 3775
Jackson, MS 39207
Cell (601) 668 - 1551

Secretary - Treasurer

Patricia Lampley
P. O. Box 17343
Hattiesburg, MS 39404
patricia_lampley01@yahoo.com
(601) 912 - 2039

Auxiliary

Earnestine Stewart
1135 Aberdeen St
Jackson, MS 39209
(601) 354 - 1660

District 1

(386, 388)
VACANT
Contact President.

District 4

(393, 394, 395)
George Collins
2365 Trafalgar Drive
Biloxi MS 39531
(228) 806-0121
gtwnc@bellsouth.net

Editor - Historian

Tim Eaton
9 Saint Charles Ave
Hattiesburg, MS 39402
eatontd@comcast.net
(601) 818 - 9204

Feds Benevolent Association

Sandra Spencer
1507 Fernwood Dr
Jackson, MS 39213
(601) 981 - 7942

March On Mississippi



APWU National President Mark Dimondstein asked MS Postal Workers Union to take part in the rally that took place on March 4, in Canton, MS on behalf of the workers at the Nissan Plant. They are trying to get a union. We had a great turnout of our members both in the State of MS and our friends from other States.

A special thanks to our NBA Billy Woods out of Birmingham and local President Maria Johnson out of Memphis.



03/04/2017

03/04/2017



"If you were not there, you missed a great event. We are featured on the National APWU Webpage. Please check it out. We have to remember we don't only fight for the rights of Postal Workers; we fight for the rights of all workers. Thanks to everyone for taking the time to be there", Sunny.



Melanie Cain Housley

YESTERDAY AT 8:48 AM

You, Jerry McIlvain and Tim Eaton

2 Comments

Like Comment Share



This is the MS President \$52 club membership. All you need to do to join is send a check to COPA. :

Jennie McCluskey
Jean Cotton-60
Dexter Horton
Marie Wren
George Collins
Stanley Smith
Gene Williams
Sundrenia Thigpen-104
Juanita McCaleb
Donny Hiestand
Bernard McElroy-112
Hilda Bennett
Cynthia Jones
Charlita Jones
Linda Liddell - 104
Danny Ayers
Glenn Hemphill
Ruth Holmes

Timothy Eaton
Jerry Mcilvain
Lewis Johnson
Sandra Spencer
Reco Colebrooke
Patricia Lampley
Kenneth Owens
Roger Stuckey
Linda Williams
Doretha Bridges
Dessie Scott-104
Teresa Smith
Bess Johnson
Jessie Harvey
Paige Anderson
Richard Neal
Darlene Dortch

Dorothy Hollingworth
Claude H. Bennett
Melanie Housley
Anthony Cage



TOP FLIGHT
9 Saint Charles Ave
Hattiesburg, MS 39402

The TOP FLIGHT is the official publication of the Mississippi Postal Workers Union. The opinions and views expressed in this publication are those of the writer, and do not necessarily represent the opinions of the Editor or the Executive Board of the MPWU.

All submissions are welcome, but may be edited, when necessary, for space or clarity.

Send submissions and change of address information to:

Top Flight
9 Saint Charles Ave. Hattiesburg, MS 39402
601-818-9204 eatontd@comcast.net
www.msapwu.org
On Facebook
Mississippi Postal Workers Union

MISSISSIPPI POSTAL WORKERS UNION

Non-Profit Org
US Postage Paid
Hattiesburg MS
Permit No. 104

