

From the President's Desk

George Collins

New Contract Issue

I believe that everyone has heard "We have a new contract". Yes, the contract was ratified on February 28, 2022. It is available at apwu.org. Everyone was mailed a copy as well. The contract is signed. The only changes that will take place to the one that was sent out is the location of some of the language. The language will not change. If anyone has a question, please call us and we will get an answer. Congratulations, the contract may not be perfect, but it addresses quite a few issues that have been of concern to a lot of members. There will be pay back dated to November 21, 2021 and February 26, 2022. When management corrects the pay scale we will be informed. It will probably take a couple of months after we get paid correctly to get the retro check for the back pay. It's coming!!!

I would like to let everyone know that your District Directors are working hard to represent you. I have spoken with all of them recently and they are very active. GREAT JOB!!! District Directors. I would like to THANK Pat for keeping everyone current with what they need to keep going. If I tried to tell you everything that Pat does, we would not have enough paper. She does a great job keeping the MPWU rolling. Thanking Tim goes without saying. He asked me for an article about a month ago. Now we are at the deadline and I am finally getting this to him. I was waiting until the contract was ratified, but Tim's reminder came at the perfect time. We have a group of supporting staff that are not listed. They deserve THANKS as well. We have put together a GREAT Team of members and are working together for you.

In April, we will be at Tri-State and State Conventions. We have a group of National Officers slated to attend. They will be providing us incite on how the contract was achieved. They will also give us specifics on some of the changes. This should be a great training opportunity. The State Convention will be our opportunity to take care of the State Business. We have T's to cross and I's to dot to keep going. We will also get face time. This will be an opportunity for ALL the Officers to get together and exchange ideas and ink a plan for future representation of our members. I cannot say this enough "A group of GREAT Members working together for the BEST Outcome". Teamwork is the key with everything we do for our members. We are looking forward to a great event and will tell everyone about it in the coming months.

I would like to Thank You for allowing me to serve!!!

Respectfully
George Collins



Please Donate to C.O.P.A Right Now!
Fill out the form below and send it in with your donation

FILL OUT THIS COUPON AND MAIL TO:
APWU COPA, P. O. Box 17343 Hattiesburg, MS 39404

My check in the amount of \$ _____ is enclosed.

Name _____

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City _____ State _____ Zip Code _____

If you want credit for this donation from the National APWU, list your EIN here _____

Being Harassed? Know your Rights

The Postal Service is experiencing many changes which reflect what the overall economy is experiencing. Covid (along with management's refusal to fill jobs) has created manpower shortages and this issue has caused a lot of tension between upper level management, front line supervisors and bargaining unit employees. This atmosphere of tension could result in abusive conduct toward bargaining unit employees.

Thanks to APWU bargaining, you have the right to a safe and healthful workplace.

The following pages contain excerpts from the APWU published pamphlet "Improving Your Workplace Environment". The excerpts are intended to be a foundation for you to use if you are experiencing harassment, intimidation, threats, bullying or inappropriate behavior.

For further information; contact your union representative.

YOUR RIGHTS IF YOU EXPERIENCE ABUSIVE CONDUCT

- ✓ The right to a **safe and healthful workplace**.
- ✓ The right to expect **supervisors to maintain good employee relations**.
- ✓ The right to a **harassment-free work environment**.
- ✓ The right to be **free from intimidation, threats, or bullying** by anyone at any level.
- ✓ The right to **report inappropriate behavior** without reprisal.
- ✓ The right to have abusive behavior you report to be **promptly and properly investigated**.
- ✓ The right to **report any disturbances or improper actions** on the part of individuals while on postal premises.
- ✓ The right to use **PS-Form 1767** to make such reports.
- ✓ The right to **report such behavior to your shop stewards** in accordance with Article 14 and publication 552.
- ✓ The right to **file grievances** on inappropriate behavior as well as the right to **representation** in investigatory processes.
- ✓ The right to **file complaints** through other forums (e.g., EEO, Office of Inspector General, Postal Inspection Service, etc.).
- ✓ The right to **engage in concerted activity with your co-workers** in the fight to end hostile work environments.

Retaliation is Illegal for Exercising the Above Rights!

Retaliation against an employee who raises a claim of harassment, reports inappropriate conduct, or provides evidence in an investigation is illegal and will not be tolerated. As a Postal Service employee, you need to understand that you are protected.

Improving Your Workplace Environment | 5

ACTIONS YOU MAY TAKE

**REPORT IT!
PURSUE IT!
DON'T TOLERATE IT!**

- ✎ **Tell the abuser to STOP**, preferably in the presence of a witness and/or a union representative.
- ✎ **Keep a written record** of incident dates, times, and all those involved and/or witnesses.
- ✎ **Report the misbehavior on a PS-Form 1767**. Make sure to include details of the incident (see page 10).
- ✎ **Report the abusive behavior** to another supervisor or higher-level manager.
- ✎ **Report the incident to someone you trust** (friend, trusted co-worker, family member, and/or union representative)
- ✎ **Report the incident to your union representative** for investigation, and follow through pursuant to the grievance/arbitration procedure.
- ✎ If behavior rises to the level of a *Civil Rights Act* Title VII violation, **file a discrimination complaint** through the EEO process.
- ✎ Pursuant to the PMG workplace harassment policy, **report the incident to the Office of Inspector General and/or Postal Inspection Service**.
- ✎ You may request that **management initiate an IMIP** (Initial Management Inquiry Process) as found in Publications 552/553 to investigate the situation.
- ✎ **Stand together with your co-workers** through petitions, class action grievances, meetings with the boss, and informational picketing.

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PSE Rights brought to you by your membership dues in the mighty APWU!

Postal Support Employees (PSEs) are hired for a term not to exceed 360 calendar days per appointment. The PSE workforce is comprised of employees who don't yet have career appointments but who enjoy union representation and negotiated rights. The Collective Bargaining Agreement (CBA), which is the union contract between the APWU and the USPS, covers all aspects of your appointment related to wages, benefits, hours, and working conditions.

Price Norwood

Janine Taylor

EXAMPLES OF ABUSIVE CONDUCT

Bullying

- Repeated, verbal, physical, or social behavior that intends to cause physical or psychological harm, whether by misusing power or perceived power over one or more persons.

Intimidation

- Conduct meant to cause a person to do something by making them fear for their job, safety, or livelihood.

Threats

- A statement or act that carries the intention to inflict harm or injury on any person, or on his or her property. Threats also include words or actions intended to intimidate another person or to interfere with the performance of his or her official duties (for example, standing in front of a corridor with a menacing posture and not permitting another person access to load a Postal Service vehicle).

Harassment

- Unwelcomed behavior someone finds offensive and harmful, such as whistling or catcalling, sexual innuendos, following a person continually (stalking), offensive remarks, sexual advances.
- Productivity-based behavior that demands a certain quota, or a productivity-level demand that may lead to stress, anxiety, working unsafe, taking inappropriate shortcuts, or unwarranted discipline (Article 34 Work and Time Standards).
- Workplace harassment can include personal attacks, belittling comments to humiliate and embarrass, name-calling, racially derogatory comments, and using employees against each other (for example, a supervisor deliberately telling other employees about a person calling in as the reason they have to work alone or faster).
- Illegal harassment under Title 7 of the *Civil Rights Act*, the *Rehabilitation Act*, *Age Discrimination Act*, and/or other laws.

See page 10 for USPS Handbook, Manual, and Publication References.

BE CAREFUL OF WHAT YOU SAY OR WRITE

- PS Form 1767:** If possible, **avoid the terms** "stress," "anxiety," or "hostile work environment." These words may lead to unwarranted referral to medical assessment by management and also may have legal connotations.
- When **contacting the OIG** stay away from any verbiage that may be misconstrued as threatening to yourself and/or other USPS personnel.
- When contemplating **calling the police**, imminent threat or danger should be present.
- Be specific** about incident dates, times, people involved, and/or witnesses. As much as possible, cite applicable USPS regulations and policies.
- Always **hold management accountable** for all workplace behavior, even if the behavior emanates from co-workers.
- If the **IMIP** (Initial Management Inquiry Process—see Publication 552/553) is being utilized be aware this is a process conducted by management, for management, and about management.
- Seek union assistance** as necessary.
- Be factual and honest.** Avoid disparaging remarks and opinions about those involved.



Greetings MPWU Members from Patrice Norwood , District 2 Director

I've been doing great things concerning the union. After being appointed Director, I immediately started to work . I have two grievances that were solved at the lowest level and two that have went to Step 3. During our most difficult times , we have to make sure that our contract is not being violated. I educated myself and my fellow brothers and sisters.



Your Union Paper
Keeps You Informed

Procedures for Implementing PTF Conversion to FTR Under the New Contract.

Contact your Union Representative for details.

For the purpose of this agreement, the one-time voluntary reassignment of PTF Clerk Craft employees to full-time status will be accomplished by assigning PTF Clerk Craft employees in installations with less than 100 Clerk Craft employees to full-time Clerk Craft residual vacancies that remain available in installations with 100 or more Clerk Craft employees after application of Item 4 of the Memorandum of Understanding (MOU), *Re: Residual Vacancies – Clerk Craft*.

A list identifying the full-time Clerk Craft residual vacancies that remain available in installations with 100 or more Clerk Craft employees after application of Item 4 of the Memorandum of Understanding (MOU), *Re: Residual Vacancies – Clerk Craft*, will be provided to the APWU Director, Clerk Division, or designee. This list shall include the Area name, District name, Installation (Bid Cluster) name, Job Title, Job Number, Schedule/Days Off, and Skills/Schemes/License.

The APWU Director, Clerk Division, or designee, within 30 days of receipt of the subject list, will provide the names of eligible and minimally qualified PTF Clerk Craft employees who will voluntarily reassign to those full-time Clerk Craft residual vacancies.

A PTF Clerk Craft employee seeking to voluntarily reassign pursuant to this agreement must have an acceptable work, attendance, and safety record and meet the minimum qualifications for all Clerk Craft residual vacancies to which they request voluntary reassignment. A PTF Clerk Craft employee must qualify in his/her current installation prior to being reassigned pursuant to this agreement. A PTF Clerk Craft employee who fails to qualify will remain in his/her current installation as a PTF Clerk Craft employee.



More PSE rights.

Health Benefits

You are eligible to enroll in the USPS-sponsored health plan within 60 days of your “enter-on-duty” date. After that, the next opportunity to enroll will be during Health Plan Open Season. Visit liteblue.usps.gov/benefits and click on “USPS Health Benefits Plan” for more information.

The next **APWU Biennial National Convention** will be held Monday, August 15, 2022 thru Friday, August 18, 2022, at the National Harbor, Washington DC.

Pre-Convention workshops are scheduled for August 11th and 12th, with the Craft Conventions slated for August 13th and August 14th.

Check the APWU.ORG website for updates and details.

MORE PSE RIGHTS!

Representation in the Grievance Procedure

Being a union member gives you a way to fight back if your rights are violated. If you believe your rights have been violated, request to see your union steward. You have the right to file a grievance and speak to your steward while on the clock. Do not delay in doing this as there are critical time limits in which grievances must be filed (14 calendar days from the date you first learned of, or should have learned of the grievance). Once you have completed 90 work days or have been employed for 120 calendar days, whichever comes first, you cannot be fired except for “just cause,” and, if you are terminated, you may challenge the decision via the grievance procedure.

Next Tri-State and State Convention

April 11, 2022 thru April 15, 2022 at the Golden Nugget in Biloxi.

We have a new Contract

ARTICLE 43 SEPARABILITY AND DURATION

Section 1. Separability

Should any part of this Agreement or any provision contained herein be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by a court of competent jurisdiction, such invalidation of such part or provision of this Agreement shall not invalidate the remaining portions of this Agreement, and they shall remain in full force and effect.

Section 2. Duration


Unless otherwise provided, this Agreement shall be effective on **February 28, 2022**, and shall remain in full force and effect to and including 12 midnight September 20, 2024, and unless either party desires to terminate or modify it, for successive annual periods. The party demanding such termination or modification must serve written notice of such intent to the other party, not less than 90 or more than 120 days before the expiration date of the Agreement.

(The preceding Article, Article 43, shall apply to PSEs)

In witness whereof the parties hereto affix their signatures below this 28th day of February 2022.



Louis DeJoy
Postmaster General/
Chief Executive Officer
U.S. Postal Service



Mark Dimondstein
President
American Postal Workers Union, AFL-CIO

Hello from North Mississippi.

I hope all my fellow APWU members and their families are well. With such a traumatic year behind us, we can now see a light at the end of the tunnel with the roll out of the Covid 19 vaccine. I'm confident that if we continue to follow the CDC guidelines we will soon be able to enjoy all the social activities that we miss so much.

To my 386 and 388 offices thank you for allowing me to represent you. Please continue to contact me concerning contract violations or if you just have a question. Help me help you by documenting dates and time of violations and getting written statements from other willing employees. All these things can sometimes be the difference between winning or losing a grievance.

Again thank you for allowing me to represent you and thank you for being an APWU member.

Marilyn Johnson



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Check out the Benefits Programs offered to Union Members

*Scholarships, Mortgage Loans, Union Plus discounts,
Voluntary Benefits Plan, AFLAC Cancer Insurance, Accident Benefit Association.*

Get the details online at APWU.ORG.

The union needs
U and I
or it's
UNION
Existent

The Postal Service Reform Act Passes the Senate & Will Become Law

In a historic moment, the Senate passed the Postal Service Reform Act of 2022 on March 8 with a vote of 79-19. [The House passed the bill last month with a vote of 342-92.](#) The legislation will now go to President Biden's desk, where he will sign it into law. The enactment of Postal Reform marks a turning point in the fight to protect and strengthen the people's public Postal Service.

Go to APWU.ORG for details.

From the Editor

As you know, the Top Flight is mailed quarterly.

As such, it is not a tool for keeping up with current events or 'breaking news'. It is mainly an archive publication that has contact information for all your union representatives and also news from the District Directors.

But you can keep up with current events that effect our APWU union and the Postal Service by clicking on the Mississippi Postal Workers Union FaceBook page.

The page is easy to find on FaceBook and I try to update it regularly with breaking news that is relevant to the MPWU.

It is also interactive; which means you can comment on any articles that are posted. You can also post your own article.

I encourage you to visit Mississippi Postal Workers Union on FaceBook every now and then if you want to keep up with current events and comment on the issues.

As always, be nice with your comments.

Editor, Tim Eaton

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:

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