

2016 Tri-State

And

Alabama/Mississippi/

Tennessee

State Conventions

Embassy Suites Hotel & Conference
Center,
300 Tallapoosa Street
Montgomery, Alabama

Call 800-362-2779 for
reservations
Use Group Code MGM,



Rates 120.81 per night tax and parking
included.

Please reserve rooms as soon as possible
so we can get a good idea of how we are
doing on our guarantee.

Hotel block is from

Sunday night June 5, 2016
thru
Friday morning June 10, 2016.

Tri-State starts

Monday 6/6/2016 @ 9 a.m. CST
Ends
Noon on Wednesday 6/8/2016.

State Conventions

1p.m. on Wednesday 6/8/2016



Thursday 6/9/2016
(or Friday if needed).

COPA Night
with food and drinks and our
Famous Chinese
Auction
Tuesday evening

Three State Banquet

Wednesday evening.

Any questions?

Contact David Chadwick
Montgomery Alabama Area Local
(334) 279-5454.

Host locals:

Tennessee State Convention
Smokey Mountain Area Local

Mississippi State Convention
Hattiesburg Area Local.

*Looking forward to seeing you all again
in Montgomery Alabama.*

Postal Banking

Did you know that nearly 28% of U.S. households are underserved by traditional banks? They turn instead to payday lenders, check cashers and other financial predators, spending on average nearly 10 percent of their income on fees.

There is a simple solution:

Postal Banking.

The Campaign for Postal Banking has special meaning for **postal workers** and everyone who supports the public Postal Service:

- We can better serve the public by offering affordable, non-profit financial services – paycheck cashing, bill payment, savings accounts and small loans – to people who desperately need them.
- These services can strengthen the Postal Service, establish a new source of revenue, and help protect postal jobs.

The Postal Service is a highly trusted public institution that **already** offers some financial services, such as money orders. The Postmaster General can act now to:

- Install surcharge-free ATMs;
- Expand services to include payroll check cashing, and
- Provide bill paying and electronic funds transfers.

For those without access to traditional banks and those looking for an alternative to the big banks, postal banking is a real solution that serves the public, not Wall Street.

Please call on the Postmaster General to implement postal banking now.

We need a non-profit banking option and we need to strengthen and preserve the United States Postal Service.

In Solidarity,
Mark Dimondstein, President



The APWU seeks to win fair wage increases; protect cost-of-living adjustments (COLAs); defend the no-layoff clause; win improvements for Postal Support Employees (PSEs) and Part-Time Flexibles; secure more career jobs; redefine “full-time” so that it again guarantees a 40-hour work week; limit subcontracting, and win better service for our customers.

Management wants to gut the COLA for current workers and is seeking a new tier in the career workforce that would earn no COLAs; have virtually no protection against layoffs, and face a reduction in annual leave and sick leave. (The APWU currently has a three-tier workforce, consisting of pre-2010 career employees; post-2010 career employees – who earn lower pay than their pre-2010 counterparts – and post-2010 PSEs, who earn even lower pay and fewer benefits.)

Mississippi Postal Workers Union

Since our last newsletter we have been busy. The receiving of 1260's on a monthly basis have kept us busy. The Postmasters have stopped working over 15 hours for the most part. However, they still do not have enough clerks to perform the duties in the Level 18 offices and below. I have filed several grievances on management using RCA's to perform clerk duties. Management has started the use of clerks to perform custodian duties in small offices. This is acceptable per the contract, but management at the national level has not allowed the hours necessary to perform the custodian duties to be added to the daily and weekly hours of the clerks. They are stating that the custodian duties be accomplished in the existing hours being worked by the clerks. We do not agree at all and this is being handled at the national level and a step 4 has been filed.

Just to remind everyone that Christmas is right around the corner and from the Function 1 processing and the Function 4 Window Service, we have to be ready. Our Customers rely on us. We will be handling their packages. I do not agree with most of what the Postmaster General says, but I do agree that we should treat everyone's package like it is ours. From the mailing of the packages to the delivery we should treat every package and customer like we want ours to be treated.

The Holidays are approaching fast and I would like to wish everyone that reads this a Happy Thanksgiving, Merry Christmas, and Happy New Year. Please remember to be thankful for all that we have and pray for all the less fortunate. As we have members of the Armed Forces in harm's way remember them and their families throughout the holidays.

This article is being submitted respectfully by George Collins, District 4 Director, Mississippi Postal Workers Union. District 4 Director

Pictures from All Craft Conference 2015



Gwen Cook, Pat Lampley, George Collins, Dianna Blackwell



George Collins, District 4 Director, Sunny Thigpen, President, Jerry Moore, District 3 Director



Ruth Holmes, Gwen Cook, Pat Lampley, George Collins

From the MS FEDS Director

Brothers and Sisters:

How would you like to belong to a great organization? This organization was created to show empathy for families of our fellow co-workers who have died because of illness, accidents or just old age.

When a loved one dies emergency situations arises and the insurance plans have not had the time to pay for the necessary expenses. A group of employees thought highly enough of their co-workers that they wanted to do something to help the families in emergencies. This, the death of a co-worker, counts as an emergency.

Believe me, some things the family is never prepared for and these funds come to be very useful in the event of death of a family member.

I, a member of the MS-FEDS, am asking that we as a Union come together and support the Fund that would help our fellow co-workers should the need arise. Please join this wonderful organization and show some support for the families.

**PLEASE SIGN UP AND JOIN THE
MS FEDS BENEVOLENT
ASSOCIATION!**

Feds Benevolent Association

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

The Time Is Now Give To COPA

The billionaire tycoon brothers Charles and David Koch are flooding Washington with secret contributions in an attempt to buy Congress.

They are trying to buy up the American Dream and sell it for scrap.

Although they were born into their vast wealth, the Koch brothers are very ambitious men. Through their numerous “think tanks,” dubious publications, and huge political spending, the Koch brothers push privatization, deregulation, so-called “right-to-work” laws, and the end of Social Security. With their corporate allies, they are spending hundreds of millions of dollars to influence elections and advance their radical anti-worker agenda.

It’s time to fight back. It’s up to We, the People – We, the Working People – to come together, chip in our time and our resources, to oppose the Koch agenda.

APWU COPA, our union’s Committee on Political Action, is one important way we can join together and fight back against those who would destroy our jobs and our future. Will you join the fight?

Contact Pat Lampley, Secretary to get signed up.

Ask about the Presidents Club!!!

PSE Conversions

The APWU reached a major milestone in November: More than 25,000 Postal Support Employees (PSEs) – including some from every craft – have been converted to career over the last two years



Shakeya Faust going to Sumrall
Gwendolyn Cook going to Columbia

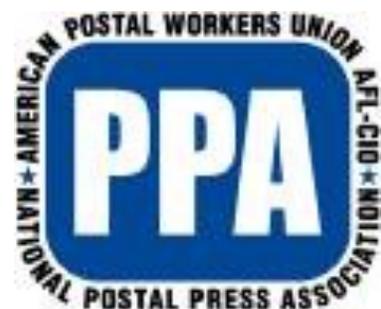


Shannon McLeod going
to Lumberton as a PTF



Trananti Williams going to
Taylorsville as a PTF

If you know of any PSEs being converted to Career appointments, send pictures and info to the Editor for submission into Top Flight.



Mississippi Postal Workers Union State Officers 2015 - 2017

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Know Your Contract!
Know Your Rights!

Contract Update

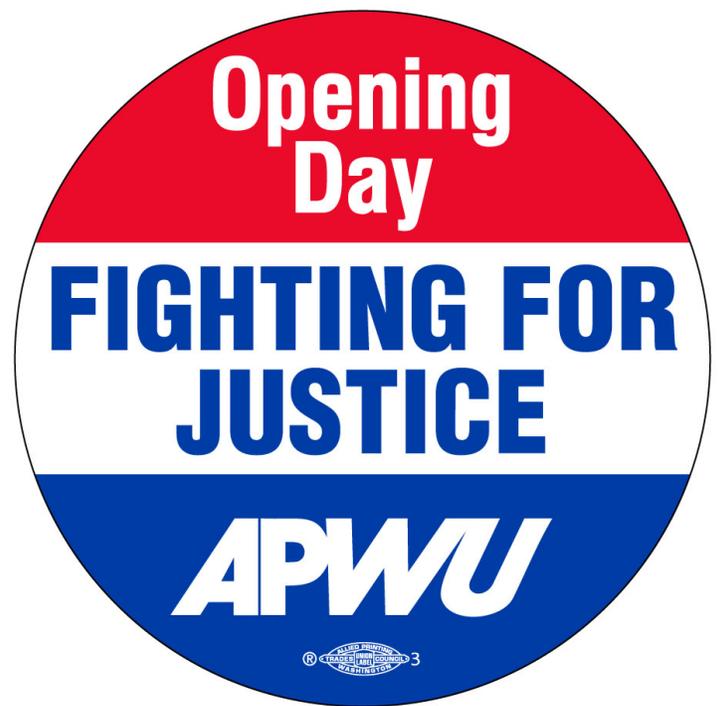
12/10/2015 -

Our fight for a new Collective Bargaining Agreement has moved to a new phase, APWU President Mark Dimondstein reports.

“We are taking the preliminary steps necessary to proceed to arbitration,” he said. The first step is to select a three-member arbitration panel, which will be comprised of a union-appointed advocate, a management-appointed advocate and a neutral arbitrator agreed upon by both parties.

The neutral arbitrator is the person who will ultimately decide the terms of the contract, so this is a vitally important part of the process. The APWU and the USPS have exchanged five names each from which we expect to select a neutral arbitrator. As soon as the neutral arbitrator is chosen, both parties will begin scheduling hearing dates, which the APWU anticipates will begin by late January or early February.

The case will be presented to a three-member panel comprised of a union-appointed advocate, a management-appointed advocate, and a neutral arbitrator, who determines the outcome. Under federal law, the APWU and USPS must mutually agree on the neutral arbitrator.



Arbitration hearings on the Collective Bargaining Agreement, known as “interest arbitration,” are similar to court cases, with opening and closing statements, witness testimony, cross-examination, presentation of supporting documents, and legal briefs.

Because of the complex nature of the material, the hearings are expected to stretch over numerous sessions, which will be scheduled based on Goldberg’s availability.

APWU’s attorneys will present the union’s case, with testimony from officers, economists, workers

and other experts.

Phil Tabbita, APWU manager of Negotiations Support, will serve as the union-appointed advocate on the panel.



Negotiations began almost a year ago, on Feb. 19, 2015. The 90-day negotiation period ended on May 26, following a one-week extension. The parties engaged in mediation throughout the summer and began identifying possible neutral arbitrators in the fall. Informal talks continued.

‘We’re Ready’

“We began preparing for the possibility of arbitration even before negotiations began,” Dimondstein said. “Our negotiating team, attorneys, and other advocates are ready.”

“We’re fighting for justice – for a strong Postal Service for generations to come and economic justice for postal workers and retirees, today and in the future,” he said.

To show solidarity as APWU members embark on the final step of our contract battle, union members will wear stickers on the opening day of the hearing with the message, “Fighting for Justice.”

Auxiliary

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1135 Aberdeen St
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TOP FLIGHT
9 Saint Charles Ave
Hattiesburg, MS 39402

MISSISSIPPI POSTAL WORKERS UNION

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