

May 2025 - Q2

.....

APWU LOCAL 152 NEWSLETTER

M.T.S. NEWS



**President
Trina Wynn**

**Vice President
Jacqueline Bishop**

**Secretary/Treasure
Tiana Martin**

**Clerk Craft Director
Charlie Phillips**

**Maintenance Craft
Director
John Harris**

**Motor Vehicle Craft
Director
Timothy Lawrence**

**Industrial Relations
Director
Deidre Kerr**

**Legislative Director
Hannah Lowe**



HOT TOPICS:

- ☒ Attempts to Privatize our Public Postal Service
- ☒ New Union Office Location!
- ☒ Learning a Grievance and the Proper Procedure
- ☒ Hershey Park Trip!
- ☒ Maintenance Clock Rings
- ☒ Why You Should Participate in Your Union!
- ☒ Article 39.1.J - Hold-Downs
- ☒ Awareness of Congress' Intentions to Disrupt Your Pension
- ☒ Understanding Opioid Addiction
- ☒ Recaps of Days of Action Rallies

THE PRESIDENT'S REPORT

By President Trina Wynn

We Are in the Fight of Our Life!

Some will say that for 20 years there has been talk about the threat of the United States Postal Service being privatized and it still has not happened. Well, I am here to tell you that is correct. However, the talk has been real, and the dress rehearsal of privatizing is over. The talk you hear today is the real deal with the current administration in charge of the U.S. government. Many of us have seen the attacks on federal workers jobs since January 20, 2025; please do not be naïve or delusional to believe the Trump administration is not coming for us Postal Workers.

Sisters and Brothers now is the time for us to stop the in house fighting amongst each other and stand together to fight the biggest threat that is coming after our jobs and benefits. We cannot afford for anyone to ignore these attacks on us. Not you, not our families or friends and certainly not our communities. We must make our voices heard and our faces seen to the public. We must take pride in the services we provide our customers. We must be proud to be a United States Postal Worker. I urge you all to stay focused and stay informed with what is going on with your job. Do not ask what the union is doing but ask the union what I can do to help in this fight. Because yes, the union has been and always is fighting today for a better tomorrow. Stand with us please!

As Congress moves to cut Postal and Federal pensions, we the APWU is calling for immediate action. The House Committee on Oversight and Government Reform successfully voted to advance several cuts to the retirement benefits of postal and federal workers.

Some being the following:

- Replacing the High 3 (FERS) annuity calculation with a High 5. The impact this would have on us is instead of using your highest paid 3 years worked to calculate your annuity, it would be your highest 5 years. This would decrease your annuity.
- The supplement for FERS Social Security would be eliminated. Which would mean if you retired before age 62 there wouldn't be a supplement to bridge the gap before Social Security would kick in.
- The mandatory FERS annuity contribution rates for all active employees would increase to 4.4%.

We are urging everyone to call (844) 402-1001 NOW. Please inform Sarah



McBride, our Delaware House Representative to oppose any cuts to federal and postal pensions. Also, please encourage your family members and friends across the country to call their House Representative as well

New Plant Manager

Roslyn Bowens may be new to some, but this is not her first rodeo at the Delaware P&DC. Ms. Bowens has been reinstating some old policies and some new. I have been told that soon there will be a new Attendance Control Office by the employee's entrance. When employees call out upon returning to work you will be stopping at the office to sign your 3971's and retrieve your timecard.

We have had a few employees sent home recently for failure to follow management's instructions. The union believes this is an improper action on management's part and it must be grieved immediately. If this happens to you, please contact the union office at (302) 323-0211 to file a grievance. The union understands employees are required to follow management's instructions unless they are instructing you to do something unethical or unsafe, but we do not agree management has the right to send employees' home. Article 16 of the Collective Bargaining Agreement lays out the proper way for management to address these kinds of issues. We are scheduled to have our next Labor Management meeting on June 11, 2025. If you have any issues or concerns you wish for us to address with management, please provide them to me or your steward as soon as possible.

Training Seminar

The local will be doing a training seminar in September for our members. This seminar will address how to protect your attendance, the grievance procedure and the bidding and posting of bid jobs. I will be putting out flyers and the date on this seminar soon. Employees who sign up to attend the training will be attending on their own time.

• Protect Your Attendance

There are many employees who do not seem to understand the severity of missing time from work and what unscheduled absences could lead to. I cannot express enough the importance of filing a timely grievance within fourteen (14) days of the issuance of any discipline. I am finding many employees are being issued Letter of Warnings, 7-Day Suspensions and even 14-Day Suspensions, but are not grieving the discipline. This is your job at hand, and any kind of discipline issued to you is part of the path to you being fired. Keep in mind that if you provide documentation or medical documentation after the absence, it is for pay purposes only. It doesn't prevent the absence from being unscheduled and being counted as a red mark. However, if you provide medical documentation prior to the absence, the union considers this scheduled. It is imperative that employees respond to 5-day notices, as failure to do so could lead to management considering the absences AWOLS.

New Union Office

We have been at our current union office location for almost ten years now. As some of you may know, the local has been talking about moving for over year after experiencing a break-in. Vice President Jackie and I have been looking at buildings since July of last year, and we have finally found a place that we believe fits our needs. In April, the Executive Board toured the new office and agreed it would fit our needs. At the May General Union meeting it was presented to the membership along with the terms and leasing price. I am grateful the membership unanimously voted to allow the local to move. June 1, 2025, will be our last union meeting before breaking for the summer and it will be our last meeting at 240 S. Dupont Highway. When we resume our General Union meeting in September it will be held at our new office. Please be on the lookout for the posting coming with our new address.

I hope everyone has a safe and enjoyable summer! We look forward to having some fun with you all as we sponsor our first "Local 152 Day in Park" summer event, which will take place at Hershey Park. Please get your tickets ASAP as they are going fast. Bring all of your family and friends!

In Solidarity,
President Trina Wynn

News from the Vice President

by Jacqueline Bishop

WE FIGHT FOR YOU

The American Postal Workers Union (APWU) has fought for dignity and respect on the job for all working members we represent. The APWU representatives fight for decent pay, good benefits, and safe working conditions. Most importantly, the union fights for social and economic justice for all working families.

Everyday your APWU fights for:

- Everyday your American Postal Workers Union fights for:
- Wages
- Retirement
- Sunday Premiums
- Night Differential
- Annual Leave
- Sick Leave
- COLA (Cost of Living Adjustment)
- No Layoffs
- Overtime
- Holiday Pay

**REMEMBER, YOU ONLY HAVE
WITHIN 14 DAYS OF THE INCIDENT
TO FILE A GRIEVANCE FOR IT TO BE
TIMELY!**

What is the Grievance Procedure?

The grievance procedure consists of 4 Steps:

Step 1: When a shop steward meets and discusses your issue with supervisor/management

Step 2: When union official meets with Postal Service officials (Labor relations) about the issue that was not resolved at Step 1

Step 3: Where a National APWU representative meets with an area Postal Official if resolution does not occur at Step 2

Step 4: Finally, binding arbitration in front of a neutral arbitrator selected jointly by the parties to hear grievance.

What is a Grievance?

A grievance is a dispute, difference, disagreement, or complaint between parties related to wages, hours or/and discipline.

Steps on how to file a grievance:

1. Ask your Supervisor or Management to put your name in the union book or bring you the union book to sign your name to see a shop steward on your tour. Management has 2 hours to release you to see a shop steward after putting your name in the union book. If a shop Stewards is not available that day, Management must release you the next scheduled day to see your steward.
2. You must write a clear statement that describes who, what, when, how and where and sign your name and date it.





Postal Holiday Schedule

When a Holiday falls on a Monday:

- If your normal work day is on Monday, Monday will be your Holiday
- If your non-scheduled days are Sunday and Monday, Saturday is your Holiday.

Article 11 Section 2, Eligibility Holiday Pay



To be eligible for holiday pay, an employee must be in pay status the last hour of the employee's scheduled workday prior to or the first hour of the employee's scheduled workday after the holiday.

Section 6.C, Schedule (Volunteer or drafted to work)

When an employee is scheduled to work on a holiday, who does not work shall not receive holiday pay, unless such absence is based on an extreme emergency situation and is excused by the employer.

REMEMBER, ALL HOLIDAY SCHEDULES SHALL BE POSTED AS OF THE TUESDAY PRECEDING THE SERVICE WEEK IN WHICH THE HOLIDAY FALLS!

**Celebrate the 1st Annual MTS
Local #152 Members/Family
Fun Day @ HERSHEY PARK
Saturday, August 2, 2025**



Park and Meal ticket Price:

- APWU Members: \$20.00 per person
- Non-Members/Family/Friends: \$48.00 per person
- Kids 2 and under: Free

Parking:

- Advance Price: \$26.00 (on Hershey Park website)
- At the Gate Price: \$35.00

**For more information
or to purchase tickets
contact the following
Committee Members:**

All Stations/Branches

Trina Wynn: 302-323-0211
Jackie Bishop: 302-323-0211

Tour 1

Tonae Jackson: Bundle Sorter

Tour 2

Deidre Kerr: SCF Rack, Nichelle Johnson/Lee Smith: Flat Sorter

Tour 3

Nicole West: Manual Flats (060/070)
Angie Whitehead: Automation
Hannah Lowe: Maints

ALL Drivers/ MVS, TTO

Timothy Lawrence

Secretary-Treasurer's Newsletter

Sisters and Brothers,

I'm proud to introduce myself as the new Secretary-Treasurer of APWU Local 152. It's an honor to step into this role, and I want to thank the membership for placing your trust in me. As Secretary-Treasurer, I'll be focused on maintaining accurate financial records, ensuring transparency in all our financial dealings, and making sure that every dollar our union spends is used to support and strengthen our local. Whether it's for organizing, representing members, or improving our workplace, you deserve to know how your union resources are being used — and I intend to keep you informed every step of the way. I look forward to working closely with our officers, stewards, and each of you to support the mission of Local 152. I'm committed to making sure our local remains financially strong and fully accountable to its members. Thank you again for this opportunity. I'm excited to serve and stand with you in solidarity.

In Union Solidarity,
Tiana Martin
Secretary-Treasurer
APWU Local 152



Clerk Craft Director Report May 2025

Good Evening Brothers and Sisters,

Article 3 of the contract is titled "Management's Rights". This Article means that Management has the right to mismanage. For example: They can give one DBCS machine break and lunch relief but not another. Or they can run one DBCS machine longer on one sort plan than any other DBCS machine. While it may seem ridiculous and it probably is, they have the right to do so. They will have to answer to their bosses for their mistakes. You can complain to them about it, but it is not a grievance.

Recently it was decided that Lead Clerks will be learning to do ERMS. Also in the works is there will be a back-up clerk to do TACS when no Lead Clerks are at work. The alternate will be chosen by seniority. This is being done because TACS work should be done every single day.

There are 23 grievances that have been settled at Step 2 with Labor. Settlements will be sent or hand delivered to the grievant when they are signed or paid. There are no grievances that have not been heard and none tabled. Two more grievances have been sent out to Pre-Arbitration and there are seven more that will soon be sent out to Pre-Arbitration.

In Unionism,
Charles Phillips
APWU Local 152 Clerk Craft Director

MAINTENANCE NEWSLETTER

BY JOHN HARRIS



MAINTENANCE UPDATES

Hello brothers and sisters. I want to give a brief update on what's going on in the maintenance department at the Wilmington DE P&DC. I usually break it down by each occupational group, but this time I feel that we all are going through the same obstacles, either with management or within ourselves. The first subject I want to touch on is the clock ring issue. I know a lot of the maintenance employees aren't aware where this sudden urge from management to have the right clock rings is coming from. Well let me be the one to tell you, it is a retaliatory act from management for the fact that there were several grievances filed and paid out for the lead clerks in operations. All because management was doing their job by doing TACS. This frustrated management so much that now they want to try and discipline anyone that has clock ring errors. I don't want to spill the beans yet, but management has another thing coming if they issue discipline to anyone for their clock rings. In the meantime, just be mindful and don't be that person that management wants to make an example of.

On a lighter note, I want to congratulate all the maintenance employees that took the package for the early out and retired on the 30th of April 2025. Those employees were Douglas Ritter and Carl Rooke. Local 152 wishes them the best of luck with their retirement journey.

Last but not least, I have been trying to keep up with some information I heard through the grapevine at one of our National Conventions about the interview process. It has been brought up that the APWU wants the interview process within maintenance to be wiped out, which would be a good thing as it seems like it's a lot of bias behavior and favoritism during these interview processes. Hopefully the higher ups in the APWU can get that pushed through and taken out of the process of being promoted. Will keep everyone updated on that.

APRIL 2025 MVS NEWSLETTER

THE IMPORTANCE OF MEMBERSHIP PARTICIPATION

THE UNITED STATES POSTAL SERVICES is facing difficult times ahead. President Donald Trump and his administration are trying to privatize the Postal Service and sell it off to private corporations. The Postal Service is not a business; it is enshrined in the constitution and has a congressionally mandated obligation to serve the people by delivering to all 169 million addresses, urban or rural, six days a week.

UNDERSTANDING THE FACTS: OUR PUBLIC POSTAL SERVICE



FACT: If the Administration's plans to sell the USPS to corporations for private profit goes through, it will result in higher costs, reduced delivery days, and the end of universal delivery to every address in the country.



FACT: Postal privatization wouldn't just be the end of the of reliable mail delivery, it would destroy over 600,000 good union jobs. The USPS is also the country's largest civilian employer of veterans. Good jobs build good communities.



FACT: Delivery would be driven by profit margins, and private companies will only go to where they can make a profit. Sections of our population could lose mail service entirely. Prices would rise according to whatever the company demands for their own profit.

On April 30, the House Committee on Oversight and Government Reform approved several significant cuts to the retirement benefits of postal and federal workers. Passed by slim margin of 22-21, this measure will now be included in the full reconciliation package which Republican Leadership is aiming to hold a full House vote on something this month. The retirement cuts would have devastating implications for APWU members, including:

- Eliminating the FERS Social Security supplement, which allows workers who have earned their retirement the ability to retire before their Social Security benefits begin.
- Increasing the FERS annuity contribution rates for all active employees to 4.4%.



**Now is the time for us as
Postal workers, civilians and
communities to come
together and stand together
and fight against this
intracity that the President
and his administration is
trying to do.**

**CONGRESS MOVES TO GUT
POSTAL AND FEDERAL PENSION
– APWU CALLS FOR IMMEDIATE
ACTION!**

- Replacing the High-3 FERS annuity calculation with a High-5 calculations, resulting in a reduction in annuity payments.

Also included in the past, were egregious attacks on federal employees, such as:

- Charging a filing fee for Merit Systems Protection Board Claims and Appeals.
- Forcing new hires in the federal workforce to choose between at-will employment or paying an increased FERS contribution rate of 9.4%

While this specific proposal does not currently apply to postal workers, it is a dangerous change to eliminate job security and protection from government service.

“Make no mistake, Congress’ outrageous proposal intends to finance tax-cuts for the oligarchy with money from postal and federal workers’ paychecks,” said APWU President Mark Dimondstein. “We must act quickly and with full force of labor movement and our membership to protect our pensions.”

With a slim majority in the House of Representatives, the united Democratic opposition, we need only a handful of pro-labor Republicans to stand up and fight back against these attacks on the pensions of postal and federal workers.

“The time to act is now to save our pensions,” said APWU Legislative and Political Director Judy Beard. “We are actively engaging with lawmakers on this fight but need each other and every APWU member to pick up the phone and call your member of Congress. Tell them to keep their hands off our pensions!”

DELIVERY OF THE MAIL

The current proposal from the Postal Service will spell the end of afternoon collection of mail from post offices, stations, and branches across the country. Instead, mail will be picked up the following morning. While this may not seem like a big operational change. It means much of the country’s First-Class mail can be expected to take an additional day to reach its destination.

There are plans for Consolidation of mail that will affect 58 P&DC locations across the country. There have already been 16 locations that have been affected so far. There are 42 other P&DC locations for the planned consolidation to local LPCs across the country soon. In our area Delaware and South Jersey, we are included in this process. As we have already been affected by the delivery of mail to South Jersey, by mail being redirected to Philadelphia. By these action certain Bid Runs will possibly be affected in the coming future. As of now there are no updates to as when or where these changes will take place.

ARTICLE 39.1.J – HOLD DOWNS

Article 39.1.J addresses temporary hold-downs for Motor Vehicle and Tractor Trailer Operations. Consistent with the following provisions, unassigned full-time regular, full-time flexible, part-time flexible and new work PSE Tractor-Trailer Operators may, in seniority order exercise a preference for an assignment temporarily vacant for an anticipated duration of ten (10) days or more.

When an employee is serving a hold-downs assignment pursuant to Article 39.1.J, the hours and/or schedule of the hold-downs which exceed 30 cumulative workdays shall not be used for any maximization purposes. A maximum of five (5) days of any work week will count towards the thirty cumulative workdays.

Brother and Sisters, I can’t stress enough that of how “IMPORTANT” it is in the coming days that we and all APWU members across the country get in the fight to stop the attacks on the UNITED STATES POSTAL SERVICE. “THE POSTAL SERVICE IS NOT FOR SALE!”

In Solidarity, Timothy Lawrence.
MVS Craft Director
Wilmington DE / MTS Area Local 152

INDUSTRIAL RELATIONS

Dear Brothers and Sisters

I had heard rumors that the Fire Door by the Adus was going to be locked. I have been watching this and so far, this has not happened. They can alarm the door but not chain the door. During the month of April, I attended an event at the firehouse I belong to. The event had information about Suicide, Alcohol, Drugs that are addictive and how to use Narcan. I would recommend if you had a chance of attending an event like this to do so.

Listening to some of the participants and their stories made me realize we all have a lot to learn. One Mother talked about her son who she found after he committed suicide in High School. His classmates would go over and talk to her, and they kept saying this could have been them. The mother went to talk to the school and yes, they were trying to sweep it under the rug. This was at a charter school in Wilmington. A lot of the schools you would not think to be in this position of having children suicidal are some like Tatnall, Caravel and many more. I would suggest that if you know of a teenager that has lost a classmate due to suicide, car accident or any other way maybe sit and talk to them. If you feel that they need more help, talk to their parents, school counselor, or even maybe a therapist. The younger generation needs help and guidance.

Alcohol Consumption not only can affect your liver but also can cause cancer such as colon or breast. Delaware, Pennsylvania and New Jersey are in the top 10 states of most consumed alcohol. Yes, you can overdose on alcohol as well.

A gentleman who talked about his experience was he would volunteer to go get the group another pitcher of beer. While he was there, he would have a couple of beers before going back to the group. Then things got worse when his wife was addicted to opioids and committed suicide. This sent him over the edge when he started drinking a bottle of whiskey a day. Somehow, he still managed to do his job and get promotions he admitted he had no idea. Then he finally went to his doctor, and they told him he was going to be admitted to the hospital. He had a choice of either someone driving him or an ambulance. He spent the next three days in a hospital bed from being so weak. He did survive but so many others are not so lucky. They do not make it out of the hospital. If you know someone who drinks heavily try talking to them and get them if they are willing to accept help.

Opioid addiction is becoming more common. Some of the opioids that people become addicted to are:

- Buprenorphine
- Codeine
- Fentanyl Patch
- Hydrocodone
- Hydromorphone
- Meperidine
- Methadone



- Morphine
- Oxycodone
- Oxymorphone
- Suboxone
- Subutex
- Tylenol #3
- Duragesic

- Vicodin, Norco
- Dicladio
- Demerol
- MS Contin
- OxyContin
- Percocet
- Heroin



At these seminars they can teach you how to use Narcan. It is very easy to use you use it just like a nasal spray. I did obtain some and have one on me and some in the MERT room. I did this as we do not know what is in the packages and could have an accidental overdose. Some of the places that can help you are The Bridge Clinic with substance disorders and mental health screening or refer services for you. Contact information:

- New Castle call 302-255-1650
- New Castle Hope Center 302-554-6815
- Kent Bridge clinic 302-857-5060
- Sussex Bridge Clinic 302-515-3310

Another place to contact is Impact Life 302-485-0702. They can also help with expungement and legal assistance, recovery support, Housing programs, Parenting programs and much more.

In Delaware you can contact the state for Narcan and Fentanyl Strips (I do not know if they receive this under the federal grant program if they do this could may be available for only a limited time) this is where you can go to [FightFentanyl/De.com](https://fightfentanyl.de.com) or [Helpisherede.com](https://helpisherede.com) The steps to help someone who is experiencing an overdose is:

1. Identify an opioid overdose
2. Call 911
3. Rescue Breathing
4. Give naloxone (Narcan)
5. Stay until help arrives

If you wish for further information, I do have the information I picked up in the union office.

In Unionism,
Deidre Kerr
Director of Industrial Relations

APWU



SAFETY

PROTECTING OUR FUTURE, WORDS FROM THE LEGISLATIVE DIRECTOR

The GOP is making every effort to pass legislation under budget reconciliation with a plan to reduce federal spending by \$50 million in 10 years by weakening federal benefits and retirement.

On Wednesday April 30, 2025, the House Committee on Oversight and Accountability narrowly approved (22-21 vote) a series of proposals that would require federal workers to contribute more toward their retirement benefits and would reduce the value of the retirement annuities. The implication would be devastating for APWU members including:

Increasing the FERS annuity contribution rate to 4.4% for all active employees who were hired prior to 2014, which is a large portion of the savings at \$30 billion.

Eliminating the FERS Social Security supplement, this allows workers who have earned their retirement the ability to retire before the SS benefits begin. Currently workers can retire before the age of 62, with this proposal they will not be allowed too.

Implementing a High – 5 calculation which is replacing the High-3 FERS annuity calculation which causes reduced annuity payments. FERS High-3 annuity is based on the average of their highest three years of salary, the High-5 changes to it based on the highest five years of salary. Republicans stated making this change would save \$4.8 billion. The High-5 provision would apply to federal employees who retire after Jan 1, 2027.

The proposal is also attacking the non-federal employees: Charging a \$350 filing fee for Merit System Protection Board Claims and Appeals, forcing federal new hires to choose between at-will employees or paying 9.4% contribution rate instead of 4.4%.

The House of Representatives will hear the reconciliation bill before the Memorial Day recess. With a slim majority in the House of Representatives, and united Democratic opposition, we need only a handful of pro-labor Republicans to stand up and fight back against these attacks on the pensions of postal and federal workers.

APWU President Mark Dimondstein stated “Make no mistake, Congress’ outrageous proposal intends to finance tax-cuts for the oligarchy with money from postal and federal workers’ paychecks, we must act quickly and with the full force of the labor movement and our union membership to protect our pensions.”

“The time to act is now to save our pensions, we are actively engaging with lawmakers on this fight but need each and every APWU member to pick up the phone and call your member of Congress. Tell them to keep their hands off our pensions” stated APWU Legislative and Political Director Judy Beard.

We encourage members and supporters to call our Legislative Hotline at 844-402-1001 or go to apwu.org/call to urge your House Representative to vote NO to any cuts to federal and postal pensions.

Quick note on the Voluntary Early Retirement, Incentive checks will be sent to the employee’s office of last appointment. From there, the retiree can pick it up from the office or it will be mailed from the office to the address indicated on the PS 3077-Request to Forward Salary Check form. Then, when the check arrives at the postal unit, the manager will mail the check to the address provided by the employee.

Hannah Lowe
Legislative Director

A DAY OF ACTION 2025

