

# Communities and Postal Workers United (CPWU)

Spring 2019 -- *No Closures! No Cuts! No Delay of the Mail!* - [www.cpwunited.com](http://www.cpwunited.com)

## CARRIERS REFUSE UNSAFE WORK ORDERS

By William Haywood, USPS Rural Carrier Associate

Rural carriers in our office have been joining together against unsafe conditions, like after dark delivery and fatigue due to working too many hours per day for too many days in a row.

In December of this past year our postmaster put out a proclamation mandating an hour later start time for all carriers in an apparent effort to cut payroll. A later start time as the days were getting to their shortest point, of course meant we would have to deliver in the dark to finish our routes. Many carriers, both regulars and subs, ignored the newly mandated start time and came in early anyway. Immediate supervisors apparently looked the other way and processed their actual hours worked, but not start and end times, and did not report them to the postmaster or discipline them for ignoring the mandate.

Other carriers resisted after dark delivery by agreeing on a uniform time to return to the office, even if it meant bringing back mail and packages. This most often happened on Sundays when we were understaffed and knew we wouldn't be able to finish delivery, but also happened at times on busy regular mail days. Because we were unified (and understaffed) our immediate supervisors did not order us to go back out when we returned with packages and/or mail.

Most recently, all the rural subs in our office agreed to fill out and turn in postal 1767 safety forms against working too many hours a day, seven days a week, for too many days in a row. Coincidentally, the week we had the forms ready to turn in, Amazon began directly delivering most of their parcels in our area. As a result, we have had shorter work days and Sundays off, so decided to wait on turning in the forms.

While we may not need to complete our latest action this time, we are ready for next time! All of these steps we have taken together have helped us improve our communication and cooperation. This solidarity has empowered us to continue to stand up for our safety!

*William Haywood has been a rural carrier associate since 2017. His real name and office have been omitted to protect his coworkers.*

**ASK YOUR REPRESENTATIVE TO Support H.Res. 33 against postal privatization, H.Res. 23 protecting door delivery, H.Res 54 to preserve 6-day delivery, and H.Res 60 to restore service standards. All have achieved majority sponsorship in past sessions but never came to a vote.**



**KEEP UP ON THE LATEST FIGHTBACK!**

[CPWUNITED.COM](http://CPWUNITED.COM)

[SAVETHEPOSTOFFICE.COM](http://SAVETHEPOSTOFFICE.COM)

[AGRANDALLIANCE.ORG](http://AGRANDALLIANCE.ORG)

[APWU.ORG](http://APWU.ORG)

[NALC.ORG](http://NALC.ORG)

[NPMHU.ORG](http://NPMHU.ORG)

[NRLCA.ORG](http://NRLCA.ORG)

**SPREAD THE WORD!**

**The USPS takes NO taxpayer dollars!**

Be Part of the APWU's April 15th

**Tax Day Actions!** 

[usmailnotforsale.org](http://usmailnotforsale.org)

**'THIS POST OFFICE SUCKS':**

**NEIGHBORS TAKE ACTION** by Dorothy Tucker, CBS2 [Chicago], Feb 6, 2019

"South Side neighbors from Bronzeville to Hyde Park are taking action because they feel like their local post office isn't meeting their expectations..."

"Colleen Doherty says she regularly doesn't get her mail..."

"Inside the post office, there are often long lines and not enough clerks."

"A supervisor at the branch refused an interview with CBS 2 and said to contact customer affairs..."

"Chris Bertucci's frustration about returned mail tops the list of issues on the community-based social media site Nextdoor."

"A Change.org petition signed by nearly 300 people demands improvements."

"I want to see shorter lines... And, of course, I want to see better customer service," Selena Armstrong said..."

"The alderman has also met with post office officials and has more meetings scheduled."

# PORTLAND FIGHTS ATTACK ON DOOR AND CURBSIDE DELIVERY

When postal management tipped off the leadership of Portland, Oregon's letter carriers' union — that they would be soliciting customers in Hillsboro and Forest Grove (two towns near Portland) to change their mode of delivery from door and curbside delivery to centralized or clusterbox delivery — the NALC Branch 82 swung into action. The union membership authorized up to \$10,000 to send postcards to every customer being solicited. Retirees signed up to deliver door-hangers and to knock on doors. Postal management's attempt to slash costs (and letter carrier jobs) was thwarted, at least for now in this area.

Currently, NALC 82 leadership has learned that local management is soliciting apartment building owners and property management companies, in particular American Property Management (with over 80 commercial buildings and over 150 apartment complexes), to change to centralized delivery. Although loss of door delivery would significantly impact service and jobs, the tenants at these complexes will not get to decide their preferred mode of delivery — the property owners and property managers decide. This challenge opens up the possibility of partnerships with local tenants rights organizations to help organize renters to defend their door delivery.

## NATIONAL NALC ORGANIZES TO DEFEND JOBS AND SERVICE

At the National level, the NALC has put out a March 27th alert on their website, nalc.org: "NALC is aware of an effort by the Postal Service in different parts of the country to convince customers to agree to change their mode of mail delivery to cluster box or centralized delivery." The regulations and restrictions with regard to changes in the mode of delivery are contained in the Postal Operations Manual Section 631.7, to wit:

- ....In new developments, delivery must be established for over one year before the USPS solicits to convert the mode of mail delivery
  - Customer signatures must be obtained prior to any conversion of the mode of mail delivery
  - Where residences and lots are owned, property owners must agree to the conversion in writing and those who do not agree must be allowed to retain their current mode of delivery
  - In communities controlled by an owners' association, it controls the mode of delivery
  - In rental areas, such as apartment complexes or mobile home parks, the owner or manager controls the mode of delivery
  - Owners who do not agree in writing must be allowed to retain their current mode of delivery
  - When a residence is sold, the existing mode of delivery cannot be changed prior to the new resident moving in
- These regulations make it very clear that property owners are in control of where they receive their mail.

If property owners wish to retain their existing mode of mail delivery, they have the right to do so.

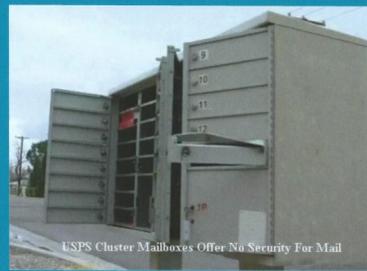
The national NALC warns letter carriers that the Employee and Labor Relations Manual (ELM) section 667.2 states: *Employees in active status must not engage in campaigns for or against changes in mail service. This regulation must not be construed to infringe on the rights to participate in labor organizations.*

**Customers Have Rights  
When the Postal Service  
Solicits to Change your  
Mode of Mail Delivery**

NALC Branch 82  
5265 NE 42nd Ave  
Portland, OR 97218

PRSR STD  
ECRWSS  
U.S. POSTAGE  
PAID  
EDDM RETAIL

Local  
Postal Customer



*This postcard (above) was sent by NALC Branch 82 to every postal customer in Hillsboro and Forest Grove, Oregon after the USPS solicited all those customers to change their mode of delivery from at-the-door & curbside to cluster box. The other side of the postcard explains that customers (home owners, owners' associations and property managers) have the right to maintain their current delivery mode.*

*"...The cluster box could be placed anywhere, from a sidewalk to a location at the end of the street. It is important that all postal customers such as yourself, know that you are under no obligation to agree to these changes..."*

*"If you are a senior citizen, disabled or simply don't feel like walking a block away every day to fetch your mail and packages: do not agree to any changes in writing. Contact your home owners association or property manager and tell them to do the same. You have the right to maintain your current mode of mail delivery..."*

However, the national NALC encourages retirees..."Retired letter carriers may be fully involved in campaigns against changes in mode of mail delivery. Such campaigns may involve educating members of the public on their rights when the Postal Service solicits conversions of mode of mail delivery, including how any solicited change may affect each customer. Retired letter carriers can also be instrumental in forming partnerships with community organizations to help fight reductions in service to postal customers by changing mode of mail delivery."

## CITY COUNCIL MOVES POSTAL SERVICE TO HIRE MORE WORKERS AND RAISE WAGES

by Kevin Cody, Easy Reader News, March 21, 2019

"District 1 Redondo Beach city council candidate Nils Nehrenheim received a text from a Redondo Beach Post office employee shortly before the March 2017 election. The text stated Nils campaign mailers had been on post office pallets for a week and would not be delivered until after the election. On election day, Nehrenheim received 49.3 percent of the vote, forcing him into a runoff..."

"Nehrenheim's question was directed at Los Angeles County Post Office Manager of Operations Michael Coleman. Coleman had been summoned by the council to respond to the swelling number of complaints about late mail delivery, stolen gift cards and long lines at the Redondo post office..."

"Frankly, our pay is not competitive. Our starting pay is \$16 an hour. In and Out Burger pays \$14 an hour. One in four new hires quit," Coleman told the council. Another systemic problem, Coleman identified, was the closure of post office processing facilities several years ago. Email and other digital messaging systems were expected to reduce post office mail..."

"To address Redondo delivery problems, Coleman said he has increased the number of carriers ...for the city's 70 postal routes and is seeking permission to offer higher pay to employees in high-cost districts, such as Redondo Beach."