

# Communities and Postal Workers United (CPWU)

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

## LETTER CARRIERS FOR A GREEN NEW DEAL

*The following is a resolution passed by the Oregon State Association of Letter Carriers. As millions of people worldwide, led by youth, mobilize against the climate crisis, letter carriers are on the front lines of the harmful impacts of extreme weather.*

Whereas: climate change threatens all people (our customers) but especially letter carriers, who work outside facing its dangerous effects: huge wildfires, freezing polar vortices, monster hurricanes, etc., and

Whereas: the U.N. commissioned Intergovernmental Panel on Climate Change (IPCC) concludes that humanity has twelve years to cut greenhouse gas emissions enough to hold global warming to 1.5 degrees Celsius—and avoid civilization-threatening consequences of climate change - “requiring rapid, far-reaching and unprecedented changes in all aspects of society”, and

Whereas: the IPCC has modeled technology pathways that can prevent the most catastrophic levels of global warming, and determined that the least expensive pathways with the highest probability of success require increased deployment of renewable energy, carbon capture and storage, as well as significant efficiency increases in transportation, buildings and industry; and

Whereas: tens of thousands of members of affiliate unions are employed in industries that rely on the production, transportation or use of fossil fuels, or live in regions of the nation where fossil fuel production, transportation or use is the primary economic driver in their communities; and

Whereas: just as every other worker, those workers and their communities have a right to a strong, viable economic future, which includes good jobs at union wages and benefits as part of a just transition to address climate change, and

Whereas: the fastest and most equitable way to address climate change is for labor to be at the center of creating solutions that reduce emissions while investing in our communities, maintaining and creating high-wage union jobs, and reducing poverty, and

Whereas: a 2017 resolution stating that the AFL-CIO believes that the United States Congress should enact comprehensive energy and climate legislation that creates good jobs and addresses the threat of climate change, and

Whereas: the Green New Deal, a resolution sponsored by over 100 congress people (including five from Oregon) is a 10-year plan to mobilize every aspect of American society at a scale not seen since World War II to achieve net-zero greenhouse gas emissions and create economic prosperity for all that advocates to:

Move America to 100% clean and renewable energy  
Create millions of union jobs with family-supporting living wages,

Ensure a just transition for all communities and workers to ensure economic security for people and communities that have historically relied on fossil fuel industries,

Ensure justice and equity for frontline communities by prioritizing investment, training, climate and community resiliency, economic and environmental benefits in these communities.

Build on FDR’s second bill of rights by guaranteeing:

A job with dignity to support a family with living wages, providing just family and medical leave, vacations, and retirement security



### **Hollingsworth APWU Members (above) Approve First Contract**

*(APWU News) On September 11, private sector members who work at a Mail Transport Equipment Service Center (MTEC) in Temperance Michigan for Hollingsworth LLC ratified terms of an initial collective bargaining agreement (CBA).*

*The agreement was hard won – in the face of a bitter anti-union campaign – with ratification coming a year and a half after the group voted to form a union. Workers had to file charges with the National Labor Relations Board and beat back an attempt to decertify the union. The members stood together against the company’s union busting tactics, and as a result they now have a union contract.*

*The employees at this company were “at will” employees - meaning they had no rights and could be fired for virtually any reason by the company. This agreement gives the members a grievance process, safety rules, seniority rights, bereavement leave, incentive bonuses, and future wage increases.*

High-quality education, including higher education and trade schools

Clean air and water and access to nature

Healthy food

High-quality health care

Safe, affordable, adequate housing, and

Whereas: NALC Branch 82 has supported a local version of the Green New Deal, the Portland Clean Energy Initiative, and has proposed and passed a national NALC position supporting alternative fuel postal vehicles;

THEREFORE, BE IT RESOLVED, that the Oregon State Association of Letter Carriers supports the AFL-CIO as it fights politically and legislatively to secure and maintain employment, pensions and health care for workers affected by changes in the energy market; and

BE IT FURTHER RESOLVED, that the OSALC will support the passage of key energy and environmental policies with a focus on ensuring high labor standards, the creation of union jobs and environmental sustainability; and

BE IT FURTHER RESOLVED: that the OSALC go on record in support of the Green New Deal, and

BE IT FINALLY RESOLVED: that OSALC urge the national NALC and local, state and national AFL-CIO bodies to support the Green New Deal.

*Passed April 27, 2019 by Oregon State Association of Letter Carriers in convention*

***ASK YOUR REPRESENTATIVE TO Support HR 2382 to remove the pre-funding mandate for retiree health benefits, 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.***

# RESISTANCE TO CONSOLIDATED CASING

Beginning this September, letter carriers across the nation have been battling the latest USPS attempt to speed-up, deskill and eliminate routes. The predictable result will be lost jobs and reduced service, with increased injuries and illness. Management calls it the “Consolidated Casing Initiative”.

The National Association of Letter Carriers has submitted a national level grievance which is pending arbitration in December. The NALC has also filed a lawsuit against the postal service, demanding an injunction to cease the Consolidated Casing initiative until the arbitrator rules.

“Pointing to the launch of these changes in May at a post office in Annandale, Virginia, the National Association of Letter Carriers says workers who were used as “involuntary guinea pigs” experienced extreme exhaustion, physical pain and mental stress...” (Postal Times, Aug. 29, 2019)

This “pilot” program splits the letter carrier job in two: caser/carrier and street/carrier. The “caser/carrier” sorts mail for six routes then hands off the mail to the “street/carrier”, who deliver now much longer routes, for nearly eight hours on the street. Management is unilaterally reconfiguring routes, eliminating park points and creating walking loops of an hour or an hour and a half (loops have commonly been fifteen to thirty minutes).

Social media posts from letter carriers working under the CCI point to more injuries, especially musculo-skeletal (repetitive motion & joints) and sick time (exhaustion), higher CCA turnover, early retirements, and declining service (missed forwards and holds, late delivery missing closed businesses, misdeliveries, etc.). Contractual violations are rampant, including unilateral changes to scheduling, seniority, route adjustments, overtime restrictions, weight limits, CCA cap, bid assignments and posting, to name a few.

Some social media posts have suggested that letter carriers are looking for guidance from the historic struggles against past USPS speed-up programs, especially the 1976 defeat of the LCRES/Kokomo plan (featured in “Carriers in a Common Cause”). That Letter Carrier Route Evaluation System involved efficiency experts establishing time standards for every single letter carrier movement. Resistance at the “pilot” Rose City Park station in Portland, Oregon lasted for over a year. Despite losing half the station’s carriers to transfers, retirements and disability, Rose City’s solidarity against speed-up, backed by a national convention resolution to strike if necessary, resulted in an arbitration which put an end to the program.

While grievances and lawsuits are important, letter carriers’ own commitment to follow all rules, taking the time for safety and service, will determine whether management wins or workers win. Workers have stopped these schemes before and, with solidarity, they can do it again.

## UNIONIZE AMAZON DELIVERY DRIVERS?

Jeff Bezos, billionaire CEO of Amazon, announced September 19th that Amazon would be purchasing 100,000 electric-powered delivery vans. That’s half the number of delivery vans used by the US Postal Service and means that Amazon plans to cut into the USPS delivery market in a big way.

Fred Rolando, president of the National Association of Letter Carriers, has stated that his union is discussing whether it makes sense for NALC to consider helping those drivers organize into a union. “In the past, we’ve shied away from this issue,” Rolando said. “I’ve concluded that we can no longer do that.”

**KEEP UP ON THE LATEST FIGHTBACK!**

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

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

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## HOME BUILDERS WORKING TO PRESERVE HOME MAIL DELIVERY

Alabama Home Builders Association pushing back against USPS  
By Rosanna Smith | July 24, 2019

*(excerpts)*

MONTGOMERY, Ala. (WSFA12News) - Alabama home builders are continuing efforts to preserve home mail delivery. These efforts are in response to the United States Postal Service’s mandate requiring mail delivery to cluster mailbox units in new residential developments and commercial developments.

In one east Montgomery subdivision you won’t find a single curbside mailbox. Instead a USPS worker delivers mail to a cluster box unit. A method resident Cori Noble says is inconvenient.

“It is aggravating. I have to walk behind these houses and check my mailbox. I want a mailbox in my yard,” said Noble.

It is also raising red flags for homebuilders.

“We can’t think of any good reason to stop door-to-door delivery,” said Alabama Home Builders Association President David Lisenby.

“It is up to a developer to find space for it, allocate resources for it, parking for it, lighting for it,” said Lisenby.

According to the postal service, this policy was implemented nationwide back in 2012. Since then HBAA has been pushing back on the consumers behalf.

With the help of the National Association of Home Builders, Alabama congressional leaders are being urged to support House Resolution 23 aimed at preserving home mail delivery in new residential developments.

## ARIZONA LEGISLATORS FIGHT PLANT CONSOLIDATION

WASHINGTON (Postal News, 8/17/19) – Arizona Senators Kyrsten Sinema and Martha McSally, alongside Representatives Tom O’Halloran (AZ-01), Ann Kirkpatrick (AZ-02), Raul Grijalva (AZ-03), Paul Gosar (AZ-04), Andy Biggs (AZ-05), Ruben Gallego (AZ-07), and Greg Stanton (AZ-09) wrote to Congressional leaders about mail delivery delays in Arizona due to the partial consolidation of the Tucson processing center.

The delegation members urged leaders to ensure any postal legislation required the collection of updated service and economic impact data before further consolidating Postal Service processing centers.

“The Postal Service was only able to partially consolidate the Tucson plan, but even that partial closure has caused delays for the delivery of crucial mail including Veterans benefits and medications. We are confident that a new analysis of the data using updated criteria to evaluate mail service in the greater Tucson area will show that additional consolidation of processing facilities is not warranted,” the members wrote.