

Postal Worker West

ISSUED BY
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 REGIONAL COORDINATOR

FEBURARY 2025

DeJoy To Quit

WASHINGTON DC- The 75th Postmaster General of the United States has notified the Postal Board of Governors (BoG) of his intention to leave the Postal Service.

The notification did not specify the date of his resignation. Instead DeJoy advised the BoG to begin the process of selecting his successor to be the 76th PMG. (see page 6) Louis DeJoy has served for only a little over 4 years.



The announcement comes in the middle of his 10 year plan *Delivering For America*, widely criticized by many because of the degradation of service to the American public. Also pending are contracts talks with the APWU over the CBA which expired last September. The NALC (Letter Carriers) and USPS are set to go to arbitration on a contract because their Tentative Agreement reached was overwhelmingly rejected by carriers in a referendum vote.

What Does This Mean for Postal Workers?

The BoG has the exclusive and sole authority to select and appoint a PMG. The President does not directly appoint the PMG but does appoint the BoG. There is no indication, at press time, whether Deputy PMG Doug Tulino, a career manager, will succeed DeJoy. "Look we are in a wait and see stance at the moment. But, I expect the next PMG selected will be in line the White House efforts to revamp the Government," said Regional Coordinator Omar Gonzalez. "This likely includes the specter of privatizing mail processing operations," he added. (see page 3)

Bribing Union Officials Not A Good Idea



NEW JERSEY- Offering a bribe to a Union Official to reduce grievance activity is no joke an MDO learned the hard way.

Arbitrator David A. Staton sustained a grievance ordering the Postal Service to cease and desist attempting to reduce grievance activity by offering "bribes" in the form of favorable treatment to union officials. The case was appealed by NPMHU Local 308.

Bribes Are No Joke

The MDO claimed he was joking when he offered to approve leave and a change of schedule for an employee if she would not write more grievances. Witnesses attested that there had been previous instances of this MDO offering bribes.

57,782 Eligible For Retirement

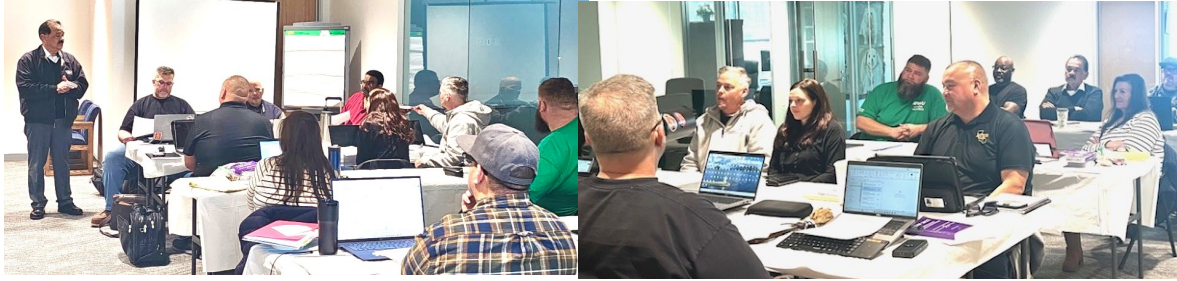
Washington- The Postal Service finally issued the Union a list indicating how many clerks, maintenance, MVS and Support Service employees are eligible to leave the Service.

At least 43,963 employees can retire at any time and 13,819 can take the early out under VER. To be eligible for the \$15,000 incentive all 57,782 would have to retire by April 30th. How many will actually leave will not be known until mid March or so.

The eligible number of employees reported is:

| | <i>Clerk</i> | <i>IT/ASC</i> | <i>Maint</i> | <i>Nurse</i> | <i>SupServ</i> | <i>MVS</i> |
|-----|---------------|---------------|--------------|--------------|----------------|--------------|
| * ^ | 29,865 | 267 | 9,440 | 8 | 40 | 4,343 |
| | 9,675 | 95 | 3,300 | 1 | 12 | 736 |

*1st roll is **Optional Retirement** ^2ns roll is **VER** . 11,805 are in the Western Region. USPS Counseling is provided for financial implications. Disputes are handled via the Alternate Dispute Resolution Process by contacting a Union Steward who will then contact APWU HQ Director of Industrial Relations. More information at apwu.org.



Union Advocates Trained To Help Combat Backlog

PASADENA,CA– Maintenance and MVS National Advocates received brush up training on arbitration techniques.

Working in concert, NBAs Louis Kingsley, Hector Baez and Jerome Pitman conducted the training along with Regional Coordinator Omar Gonzalez, with the intent to mobilize these advocates to handle backlogged cases.

The training included case and witness prep, opening and closing statements, exhibit utilization and case development. The Regional Coordinator provided statistics on arbitration costs and case loads, as well as, served as an Arbitrator in mock hearings so that the Advocates can get a feel for the process.

“I applaud the efforts of these NBAs in training their Advocates to better serve Maintenance and MVS members, “ exclaimed Regional Coordinator Omar Gonzalez. “We want to focus on getting discipline cases handled much more rapidly, as well as, getting a handle on long pending contract cases,” added Coordinator Gonzalez.

Where Is My Grievance ?

The Regional Coordinator issues statistics on the backlog and pending case loads. Timely efficient handling of contract violations helps deliver justice and restore faith in the Union. Of course if bosses would not violate the CBA there would be no grievances! The excuse that “there has always been a backlog” is just that-*an excuse!* The efforts on the AZ-NM backlog are commendable as are the efforts in other parts of the Region.

Regular Pending Arbitration Cases

| AREA/DISTRICT | CLERK | MAINTENANCE | MVS | Grand Total |
|--------------------|--------------|-------------|-------------|--------------|
| ALASKA | 2 | | | 2 |
| AZ-NM | 396 | 185 | 62 | 643 |
| CALIFORNIA 1 | 127 | 20 | 14 | 161 |
| CALIFORNIA 2 | 151 | 99 | 26 | 276 |
| CALIFORNIA 3 | 73 | 27 | 7 | 107 |
| CALIFORNIA 4 | 82 | 8 | 3 | 93 |
| CALIFORNIA 5 | 126 | 15 | 4 | 145 |
| CALIFORNIA 6 | 80 | 52 | 6 | 138 |
| CO-WY | 95 | 7 | 19 | 121 |
| HAWAII | 4 | 2 | | 6 |
| ID-MT-OR | 119 | 82 | 178 | 379 |
| NV-UT | 167 | 47 | 15 | 229 |
| WASHINGTON | 86 | 55 | 45 | 186 |
| Grand Total | 10811 | 4639 | 2087 | 17537 |

Pending Step 3 Cases

| AREA/DISTRICT | CLERK | MAINTENANCE | MVS | Grand Total |
|--------------------|-------------|-------------|------------|-------------|
| ALASKA | 4 | | | 4 |
| AZ-NM | 148 | | 28 | 225 |
| CALIFORNIA 1 | 18 | 3 | 2 | 23 |
| CALIFORNIA 2 | 95 | | 8 | 104 |
| CALIFORNIA 3 | 22 | | 17 | 47 |
| CALIFORNIA 4 | 66 | | 7 | 77 |
| CALIFORNIA 5 | 17 | | 2 | 20 |
| CALIFORNIA 6 | 70 | | 95 | 165 |
| CO-WY | 14 | | 2 | 25 |
| HAWAII | 11 | | | 11 |
| ID-MT-OR | 122 | | 28 | 195 |
| NV-UT | 36 | | 2 | 39 |
| WASHINGTON | 43 | | 10 | 54 |
| Grand Total | 2592 | | 353 | 3753 |

Direct Appeals

| CLERK | MAINTENANCE | MVS | Grand Total |
|-------|-------------|-----|-------------|
| 768 | 91 | 149 | 1008 |

Source: GATS

Direct appeals are cases appealed directly to arbitration that are to be reviewed expeditiously. While regular pending cases are those appealed to arbitration, usually after being heard at Step 3. Hearing dates are selected by the NBAs and their USPS counterparts. Step 3 cases are appeals of grievances that were not resolved at the local level or state MAL level.

[Note: These reports are as of press time. GATS and the Union’s tracking system CAS are not always compatible]

CAN THE POSTAL SERVICE BE PRIVATIZED?

Part 2

In part one, the Regional Coordinator pointed out that Congress has reshaped the Postal Service many times since its creation in 1775 beginning with the Postal Act of 1792 through the PRA of 2022.

Recently the PAEA of 2006 nearly sank the Postal Service with debt, and then the PRA of 2022 cancelled the debt but changed the health benefit program.



“With the PMG announcing his resignation and privatization calls by some in Congress, we must be ready to fight for the very survival of the People’s Post Office and our job security,” said Regional Coordinator Omar Gonzalez. Recently the Union’s National Executive Board voted to fund the Union’s efforts to combat privatization.

Calls For Privatization

Some members of the Congressional Committee having oversight of the Postal Service have signaled their desire to “privatize” USPS mail processing operations. Some blame management while others point to the salaries and benefits of a bloated postal workers complement. Either way USPS is on the radar.

Time will tell if the so called Department of Government Efficiency’s gutting process will filter into USPS but the Congressional Sub-Committee (actually a caucus more than a committee) that has an eye on the created Department has a chairperson in favor of interjecting those efforts at USPS.

DeJoy has been hammered by both parties in recent Congressional hearings, Democrats over service and Republicans over cost cutting. Now that DeJoy is leaving, the next PMG will be expected to fall in line with the desires of the White House. “Some are celebrating DeJoy’s departure. I for one am not a fan of this PMG but he is the ‘devil we know’ - we could end up with a worse one,” stated the concerned Coordinator.

Privatization Plots and Plans

Calls for the privatization of the Postal Service are not new. USPS is a \$70 billion quasi-government enterprise that runs as an independent agency of the Executive Branch of the Federal Government. USPS has a legal monopoly over letter mail and delivery to mail boxes. The monopoly, however, does not apply to package mail.

Critics have at times blamed Congress for allowing USPS to give postal workers more benefits than other federal employees (currently being targeted by the White House) and also allowing postal workers to negotiate union contracts over wages, hours and working conditions. (The *Postal Reorganization Act* of 1970 gave postal workers the right to negotiate union contract protections, job security and comparable wages.)

There are calls to close 4,500+ low volume post offices in communities. Also, some want postal pay to be separate from the collective bargaining process. In other words postal unions should be barred from negotiating pay and pay increases, night differential and Sunday premiums and go back to collective begging

Recently the White House has hinted at privatizing the Postal Service much like some in Congress. Piece meal privatization of operations have been occurring for decades. Ironically, DeJoy has moved to reverse that trend and agreed with the Union on “insourcing” some of the operations conducted by Contractors.

“Mail processing operations are currently on the radar and likely the first attempt at gradual privatization which would impact thousands of clerks,” warned Coordinator Omar Gonzalez . But just how would that work?

Part 3 in the next edition of PWW

Management Declares War On Leave Usage



Washington DC- A recent report by the OIG claims mail delays are often caused by “severe attendance issues” which is triggering a crack down on employee leave usage.

According to the report, the number one issue regarding deficiencies in what is called “Employee Availability” is the lack of progressive discipline issued to employees. Outgoing PMG DeJoy also faulted excessive leave usage at facilities experiencing poor performance. Some of the facilities audited reportedly had only 72% of their staff reporting for work as scheduled.

District bosses issued directives from Area VPs on requiring “Return to Work” meetings for any employee’s unscheduled absence to establish a foundation for issuing discipline. Management’s response to the OIG is that training on attendance control will be mandatory for managers and a focus to ensure Employee Availability will be initiated by June 2025.

“Attendance crack downs are not new,” said Regional Coordinator Omar Gonzalez. However, he warns that although postal leave regulations have not changed in 46 years the crack down will intensify when several thousand employees leave the service under the VER (early out). “Employees earn their leave and are entitled to use it,” said Gonzalez. The Regional Coordinator has embarked on a training crusade to prepare local and state union reps on defending that right.

Here are some highlights of that training:

- Management must also consider the welfare of the individual employee when administering the leave program not just the needs of the service. ELM 511.1
- Management is required to maintain and review PS 3971s and it is the employee who completes the PS 3971 upon returning to work per ELM 511.4; Handbook F21 Ex142.31; JCIM 10 page 12. See related story on page 6
- Management is required to Approve or Disapprove requested leave and issue a copy of the PS 3971 to the employee. If disapproved, a reason must be stated on the 3971. ELM 512.422; 513.342
- Supervisors that wait until an I.I. to have several PS 3971s signed by an employee likely violate CBA Article 3, 10 and 19. Employees should write in the Remarks Box- *“Under Protest violates Art 10 and ELM 510”*
- Employees have a right to correct and amend eRMS generated PS 3971s by making the correction on the Form, or filling out a new PS 3971. F21; ELM 512.421; 513.341. See related story on page 6
- A ‘Deems Desirable’ demand for medical substantiation for an absence of 3 or less days must have a reason that is not arbitrary, capricious or unreasonable. If it is not reasonable the CBA is violated. Step 4 H1C-3D-37622.
- There should be no record of a Welcome Back Meeting on forms that are not authorized by USPS HQ per Handbook ASM and Article 19. Nor should an employee be forced to sign a form that he/she understood instructions given at these meetings per Step 4 H4H-5C-C1608.
- There is no such rule that if an employee has three (3) absences in 90 days discipline will be issued. Such a rule violates ELM 510, Article 3, 10, 19 and JCIM Article 10 Page 3 bullet 3.
- Challenge management If ample notice (normally 24 hrs before BT) was given of an absence of more than one day, the first day may be considered unscheduled, however the following day(s) should be charged as “scheduled” on a case-by-case basis. Asst PMG Gildea Directive.
- AWOL is not automatic. It is a management determination that the employee deserves NO leave of any type. Leave requested that is disapproved and charged to AWOL must state a reason on the PS 3971. There are exceptions to AWOL especially if substantiated. Never let an AWOL go unchallenged. ELM 665.42

Employees who believe their leave rights are violated should contact their Union Rep for a full investigation of the facts and have a grievance filed for actual violations of the CBA.



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All Information (Except Text) for H.Res.70 - Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

119th Congress (2025-2026) | [Get alerts](#)

House Resolution H.70 expresses support and the sense of the House that Congress take all appropriate measures to ensure USPS remains an independent establishment of the Federal Govt and not subject to privatization

Also

Schatz Introduces Bipartisan Legislation To Protect Post Offices in Hawai'i and Across the Country, Help Ensure Regular Delivery of Mail to Residents

WASHINGTON — At a time when the United States Postal Service (USPS) is under strain due to a lack of carriers and supply shortages, communities across the country have reported struggles in conveying needs to the USPS and have experienced sudden and surprising post office closures. U.S. Senators Brian Schatz (D-Hawai'i) and Mike Crapo (R-Idaho) introduced legislation to improve access to local USPS post offices. The Mandating Advisable and Informed Locations and Solutions (MAILS) Act would require more community input before relocating a post office as well as encourage recommendations from municipalities to request additional post offices.

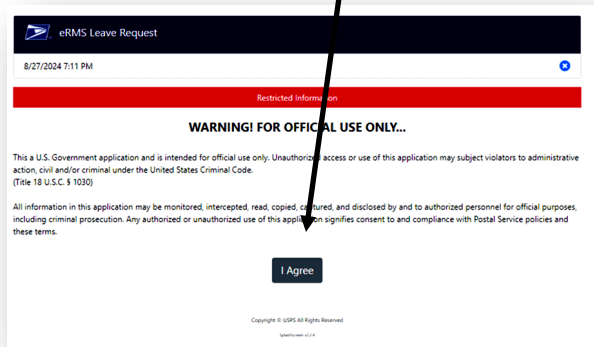
Call Your Congressional Rep. ask for his/her help in sponsoring and passing Resolution H.70 in support of the Postal Service. US Capitol Switchboard (202) 224-3121 and ask for your Representative Call Your US Senators ask for Support of the MAILS Act. (202) 224-3121 or email congress.gov to locate your reps.



Use eLRA At Your Own Peril

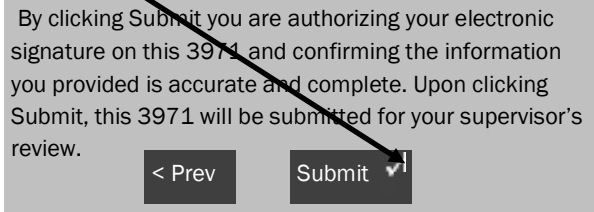
The Union has been advising members about the concerns over the use of the USPS electronic App for reporting absences and requesting leave since it was first rolled out as management's Enterprise Leave Request APP in 2019.

Regional Coordinator Omar Gonzalez has continually cautioned Union Reps to alert members that when they use eLRA they are agreeing to be monitored. The same applies to the system in *LiteBlue*.

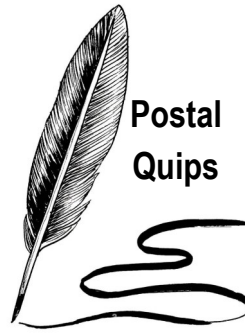


“...It is the APWU position that eLRA should be avoided,” said National Industrial Relations Director Charlie Cash.

There is no requirement to use the eLRA App. It is strictly voluntary and the member's choice. However, employees must read all prompts and also realize that the system will ask for and capture an electronic signature to place on the system's PS 3971.



“Both the JCIM and the F21 Time & Attendance Handbook requires employees be presented with the PS 3971 and complete it on the clock upon return to work,” declared Coordinator Omar Gonzalez. “It is best for members to use the IVR 877# to report an absence and upon returning to work correct any inaccuracies on the 3971 and then sign the form,” he advised.



Postal Quips

950 PTR Maintenance employees have received settlement checks ranging from \$100-\$10,000 with approx. 2,000 additional payments pending.

USPS FY25Q1 Controllable income doubled from SPLY24Q1 to \$968 million. Net income was \$144 million. Big whigs tooted DFA for the success. Q1 includes

the Service's peak period when revenue usually increases.

RTO (Regional Transportation Optimization) process will result in 24,400 post offices no longer making afternoon collections adding at least a one day delivery delay. RTO is expected to roll out in full force in March.

PRC Advisory Report finds fault with the PMG's Delivering for America Plan stating the plan will slow the mails and not save much money to justify the changes. But the Advisory is just that. DeJoy has constantly feuded with the PRC.

Revolving Postal officials, repetitive violations, abusive and indifferent managers were some of the key indicators as to why the grievance backlog continues to grow. At a meeting in DC the Regional Coordinators confronted Area Postal Officials and DC top managers with the problems in the field. In the Western Region the high California, AZ-NM, CO-WY-ID case loads are indicators of the same issues facing the rest of the country.

APWU President Mark Dimondstein has signaled he will not seek another term as National President. Mark has served in this post since 2013. He was instrumental in organizing non postal companies. He is a staunch opponent of any postal privation efforts.

DeJoy's Farewell Comments took a swipe at the Service's employee unions (stakeholders) while patting his back claiming his tenure has been one of “high expectations” and vigorous action. DeJoy changed service standards, raised postage multiple times and slowed the mail !

Postmaster General is a demanding role made more difficult by the devastating condition I found the Postal Service in when I arrived and the almost unceasing resistance to change — without offering any viable solutions — from stakeholders motivated by both parochial and political purposes. The simplest and most obvious ideas and solutions receive illogical and irrational scrutiny from those that have no responsibility for ensuring the financial viability of the Postal Service. This, combined with industry lobbying, has held the organization back in the past from making the necessary changes. I have fought against this, and as a result I believe that I can fairly say that my tenure has been one of high expectations and vigorous action.

Today I am requesting that you begin the process of identifying a successor for my position as Postmaster General. While you undertake that process, my commitment is to devote my time and energy and being as helpful as possible in facilitating a transition that is the least impactful to the Postal Service and the American people, and that positions my successor and the Postal Service for long-term success.

I am proud to have served the American people and American businesses as Postmaster General. The United States Postal Service is a cherished American institution, and I am privileged to have led it during extraordinary times. Further, I am fully committed to ensuring the continued success of the Postal Service for all Americans after my departure.

Louis DeJoy