

APWU NEWS Bulletin

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Democracy in Action: Robust Debate Dominates Convention's Third Day

Delegates continued to make progress on the important union business before the convention body; considering, debating, amending and voting on several resolutions throughout the day.

The APWU Constitution Committee, co-chaired by Lavienna Vargas, president of the Denver Metro Area Local and Keith Combs, president of the Detroit District Area Local, presented its report to the delegates. With debate dominated by a pair of resolutions calling for the addition of two full-time national officer positions, delegates adopted resolutions creating an additional Assistant Clerk Craft Director and Southern Region Maintenance Craft National Business Agent (NBA). These positions will be filled by appointment until the next election taking place in 2025.

The delegates also adopted a constitutional change making Article 2, Discrimination Prohibition, more inclusive and in compliance with the AFL-CIO constitution, and a change to Article 21, clarifying the succession of office in the Clerk Division.

Delegates turned down resolutions extending the length of the national convention from four to five days, adding the position of a NBA Director, requiring the National Executive Board (NEB) to meet once per month.



The Legislative/Political Committee concluded their report. Resolutions in support of women's rights, voting rights, equitable retirement pay, public education, and suicide prevention were adopted. Several other resolutions would strengthen the Postal Service through legislation and by increasing union voices on the Postal Board of Governors and the Postal Regulatory Commission.

Delegates accepted a commitment from the national leadership to study the feasibility of remote work for NBA's before the next union election. The NEB Committee, chaired by Western Region Coordinator Omar Gonzalez, began its report and will continue during the Thursday session.

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CREDENTIALS COMMITTEE

AS PRESENTED BY THE CHAIRPERSON NEYSA COLEMAN OF THE NEW YORK POSTAL WORKERS UNION AND BROOKLYN LOCAL, THE REPORT OF THE APWU CREDENTIALS COMMITTEE FOR WEDNESDAY, JULY 17 AS FOLLOWS:

2,064 DELEGATES REPRESENTING 281 LOCALS, 45 STATES, PUERTO RICO, AND THE VIRGIN ISLANDS.

ALSO IN ATTENDANCE, 28 RETIREE DELEGATES, FOUR REGIONAL RETIREE DELEGATES, AND 78 NATIONAL OFFICERS.

Amazon Workers Bravely Organize With the APWU



The APWU Constitution calls for members to always seek to organize the unorganized. At the 2022 Biennial Convention, delegates resolved to focus organizing efforts on Amazon, and members have been deeply engaged in this fight. While Amazon boss Jeff Bezos makes millions of dollars an hour, workers toil in warehouses for hours on end, sacrificing their bodies and time to fulfill orders for pitiful wages.

Now, thanks to the organizing efforts of the APWU, among others, we are seeing Amazon workers stand up and say – “I’m ready to form a union.” On Wednesday, Amazon workers fighting for their union joined delegates at the convention to share the story of their fight for fair pay, respect, and a union at Amazon warehouses.

Vernel Williams, an Amazon worker at a delivery station in Bellingham, MA, took the stage to rousing applause.



Amazon worker Vernel Williams is ready to stand up to form a union.

He shared stories about closed-door, anti-union meetings, where bosses are trying to buy workers off with tactics like massage chairs or pool tables. But he pointed out the one perk they are forgetting to offer workers – decent wages! Williams shared that this fight is not just about today. “We keep going because together, we are stronger. It’s about generations of workers who deserve a better life. It’s about a better world that our children and grandchildren will live in – one where they can thrive.”

Marc Tourangeau followed Williams, sharing the struggles he and his coworkers at a fulfillment center in Detroit, MI are facing. He said thanks to the resources and support from APWU, he and his coworkers are able to keep up a hard, but worthy fight.

He pointed out that everyone has their own reason for fighting for a union, but several issues are universal – including better pay. “Some of my coworkers work 50, even 60 hours a week. They have to work two or even three jobs. Some still need to file for government assistance to make ends meet.”

Another universal issue is safety. One particularly egregious issue he sees is managers making pregnant women work physically demanding tasks

lifting huge, heavy boxes when they could very easily be put on duties where that is not required.

Both workers shared experiences of the disgusting union busting tactics management engages in at their worksites. Among tricks they use to turn workers against each other is using intimidating security checks to target workers handing out flyers, and holding “captive audience meetings” where they force workers to listen to propaganda about how bad the union is and why they should not organize.

At the end of their speeches, delegates overwhelmingly approved a motion to “pass the basket” and collect money to compensate workers for the lost wages they are missing for coming to the convention. The APWU will match the amount donated by the delegates. Any extra money will be used to support the organizing efforts at Amazon.



Amazon worker Marc Tourangeau shares his struggles at a Detroit fulfillment center.

Attorney General Keith Ellison, Congressman Bennie Thompson Stand with Postal Workers

Two esteemed elected officials joined delegates at the convention Wednesday, both sharing messages about the importance of union members electing officials who will stand with working people. Congressman Bennie Thompson, the Chairman of the January 6 Committee, spoke to delegates about the many threats to democracy in the wake of the 2021 attack on

the Nation's Capital. He remains committed to the fight to ensure that no other attacks like that ever happen again. He encouraged members to continue to stay organized to protect our jobs, and hailed postal workers for their hard work processing and delivering election mail safely and securely to voters in the 2020 election. "The greatest equalizer is the right to vote," said Rep. Thompson.

Ellison touched on the rise of public support in the U.S. for unions in recent years. With two-thirds believing unions help the overall economy, he proclaimed, "America loves unions, and they love you." He challenged delegates to continue their political activism and stand in solidarity with organized labor. He remarked, "For a future we can believe in, we've got to get to work."



Congressman Bennie Thompson speaks to delegates about threats to democracy.

Keith Ellison, Minnesota Attorney General, addressed delegates on the ongoing threat to democracy, our jobs, and fighting for the future that we deserve. He praised postal workers for their advocacy, organizing, and successful legislative actions - all while continuing to do our jobs through a deadly pandemic. "Prosperity, and rights, and a voice on the job, that's what it's all about," he remarked.



Attorney General Keith Ellison praises postal workers for their successful legislative actions.

Canadian Postal Union Leader Jan Simpson Addresses Delegates

Canadian Union of Postal Workers (CUPW) President Jan Simpson joined postal workers on Wednesday via video to share a message of solidarity. Members of CUPW, like APWU, recognize the importance of reaching across borders to lift up postal workers and all workers. Simpson is the president of the UNI Post and Logistics Committee, where she leads the work of representing postal workers in North, South and Central America. International solidarity is just as important as solidarity within our union. Simpson

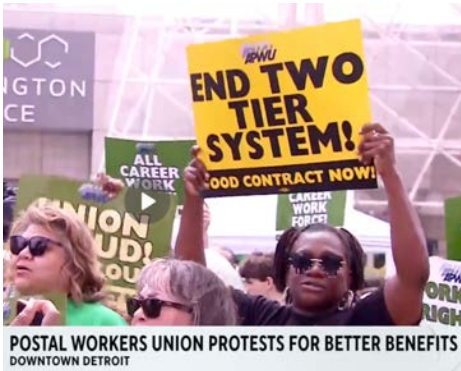
acknowledged the similarities of the fight Canadian postal workers are facing with our fight, and that when one union succeeds, we all succeed. "We recognize that your struggle is our struggle, and we draw inspiration from you."

The power is in our hands when we stand together as one voice in a union, across nations and across industries. Simpson put it best when she said "we energize, mobilize, and organize not simply to endure but to manifest the future which we desire."



CUPW President Jan Simpson shares messages of solidarity with postal workers fighting for a fair contract.

APWU Contract Rally Hits the Airwaves



Tuesday's rally by APWU members for a good contract and improved service captured outstanding media attention on Tuesday.

Local Detroit networks WWJ (a CBS affiliate) and WJBK (a Fox affiliate) both covered the rally.

When interviewing rallying APWU members who discussed the need to eliminate the two-tier wage system

and win better job security, the CBS affiliate noted a recent U.S. Postal Service Office of the Inspector General (OIG) report that highlighted the high turnover rates at the Postal Service.

The OIG report showed that the top causes for workers leaving their jobs was "lack of respect and excessive hours." Each of these issues could be resolved by management meeting the APWU's bargaining demands to increase staffing and hold supervisors accountable for creating hostile work environments.

Several rank-and-file APWU members were interviewed for the stories and demonstrated that the membership stands united as the union gears up for its important contract fight.



SAMMY HERNANDEZ, PUERTO RICO AREA



APWU Climate Justice Network Meets to Advance Environmental Initiatives at Work

Delegates gathered early Wednesday morning for a Climate Justice Network meeting and panel discussion on climate justice for workers in the Postal Service. Hosted by Executive Vice President Debby Szeredy, the panel consisted of the following APWU members:

David Yao, Vice President, Greater Seattle Area Local; Teresa Marie Oller, Portland Oregon Area Local; Travis Epes, Portland Oregon Area Local.

Members discussed best practices for addressing the impact of climate change on our work, how to advance new protections for environmental

concerns at work, and how to empower each other to take action together to save our planet.

Some examples that members are using to protect themselves are filing PS Form 1767 to request face masks during wildfire smoke, using Labor-Management Committee meetings to address climate concerns, and organizing a collective action to move managers to listen to workers' climate safety concerns. Panelists also encouraged members to get engaged in community organizations who are already fighting to save our environment, like Sierra Club and the League of Conservation Voters. The

Video Highlights



Video Highlights of National Convention activities are available here:

- www.apwu.org/convention
- facebook.com/apwunational
- youtube.com/apwucommunications

APWU Climate Justice Network also announced a new page on apwu.org that will include information about various actions and best practices to fight for climate justice in postal facilities.