

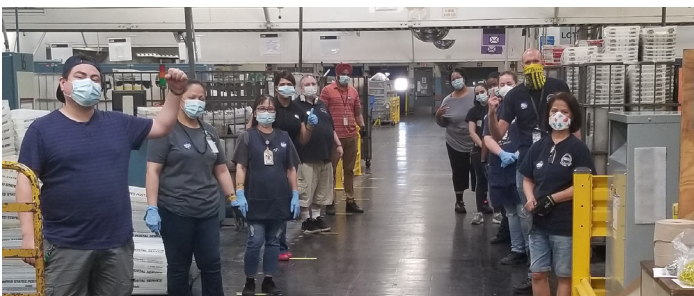
Let's Make Workers Memorial Day a Day of Workplace Safety Action

Fill out a PS Form 1767 on April 28

Each year on April 28, working people around the country commemorate Workers Memorial Day. The date is the anniversary of the passage of the Occupational Safety and Health Act (OSHA), which this year marks its 50th anniversary. It is a day to remember workers killed or injured at work and to redouble the labor movement's fight to secure safe workplaces for all.

In addition to the 50th anniversary of OSHA, this year's Workers Memorial Day takes on special significance after a year of working through this terrible pandemic, which has deeply affected all of us. While our union has fought tirelessly to ensure postal management provides our members with safe workplaces, one illness or death due to the pandemic is one too many. And of course, other workplace safety concerns persist.

This Workers Memorial Day, as we remember our sisters and brothers whose health and safety have been affected at work, let's also recommit ourselves



Bakersfield Area Local (CA) members Standing up for Safe Jobs during Workers Memorial Day in 2020



Des Moines Area Local Members Before a Workers Memorial Day Car Caravan in 2020

to organizing for safe workplaces. The best way to make changes at work is by joining together and demanding management provide a safe work environment for all employees.

That is why we are asking APWU members on the workroom floor to mobilize in a concerted day of workplace action to ensure safe workplaces. On April 28 let's organize for safe workplaces, by identifying safety issues in your local facilities/post offices and completing PS Form 1767 (Report of a Hazard, Unsafe, Condition or Practice).

Together, we will continue pressing management to address health and safety issues and ensure every APWU member has a safe and sanitary workplace to return home from every day.

Save the Date! Opening Day of Contract Negotiations Will Be June 22

The APWU negotiation team is continuing its intense preparations for negotiations of a new union contract, and can now announce the opening day of contract negotiations is set for June 22.

Members are encouraged to get involved in the contract campaign and join a Collective Action Team (CAT) as we begin the process of "gearing up" for a new contract.

Some of the activities the teams coordinate include "union gear days," passing out leaflets/flyers, organizing and participating in informational pickets, and reaching out to postal customers through social and traditional media (TV/newspapers).

As we head into bargaining for a new contract, the activism and solidarity of APWU members across the country is needed more than ever before. Joining a CAT and organizing on the workroom floor is one of the best ways APWU members can fight for change and mobilize other union members and our communities.

More information about the 2021 Contract Campaign will be published on apwu.org and future News Service Bulletins and issues of *The American Postal Worker*. For more information about joining a CAT, go to apwu.org.

Do Not Let the Postal Service Take Your “Pulse”

The USPS notified the APWU that they will be attempting, again, to take your “Postal Pulse.” The survey period is scheduled from May 11, 2021 to June 11, 2021. The APWU leadership urges you to not let the Postal Service take your Pulse!

Postal employees can expect to have post-cards promoting the Postal Pulse survey sent to their homes. Copies of the survey will be sent to employees at work and home. Employees with *usps.gov* email addresses will be blitzed with messages to take the survey. Messaging monitors, bulletin boards, etc. will make sure you see something from the Postal Service encouraging you to participate every day during the survey period.

Management may hold “stand up talks” to push the survey on employees. Some supervisors and managers may even insist employees take the survey. You are not required to take the survey and you cannot be forced to take the survey!

Local supervisors and managers are not rewarded for how well they score on a survey, but for how many people take it. Even if you do the survey and answer every question as negatively as allowed, your “participation” counts the same as the employee who gives them a perfect score. Sending in a blank survey is considered a “participated” survey!

“The surveying of employees has been going on for years,” said Industrial Relations Director Vance Zimmerman. “Has it led to improvements at worksites? Has it led to better wages, hours, or working conditions? The answer is simply ‘no.’ Management is still cutting staffing, and demanding postal workers work faster and harder with less resources.”

Only union organizing, mobilizing, negotiating, filing grievances, and fighting for adherence to our contract has improved our wages, hours, and working conditions.

Management Routinely Tries to Use Surveys Against Workers

The Postal Service in the past has tried to use the surveys to argue in arbitration to cut your wages and benefits. Past surveys included 27 questions. The first 26 were about listening to you and making the workplace better, while the 27th was about your wages and benefits. They ignored the first 26 questions, then used the 27th question against employees in interest arbitration.

**Just say no!
to the
Postal Pulse**

**Financial Health Warning:
Management has a history of trying
to use survey results to limit and
lower wages for postal workers.**

APWU

Now, in 2021, the survey is being pushed immediately before our contract negotiations are set to begin.

“I implore all postal workers to not assist management in stripping your pay, benefits, and working conditions by participating in the survey,” said Director Zimmerman. “Stand with your union and boycott the surveys!”

Stand united and do not be fooled by these “trojan horse” initiatives created to divide us.

Management may also ask people to join focus groups and participate in management-initiated events to make the workplace more “engaging” or more “efficient.” They may even resort to cheap incentives like pizza, gold stars, or pictures in magazines to get you to participate. These are not sanctioned, negotiated or approved by the union. Survey participation does not benefit you. It only benefits management.

We have negotiated grievance and labor-management cooperation processes and national negotiations to address workplace issues. Management needs to follow our contract, deal with the grievances already filed and make sure hostile frontline supervisors are dealt with.

The members united are the beating heart of our union. Do not let management attempt to take your “Pulse.” If a local supervisor or manager cannot see the problems without a survey, then they are part of the problem.