



# Indy Info

Volume 41, Number 2  
February 2013



## NEWS FROM THE INDIANAPOLIS AREA LOCAL #130 - APWU - AFL-CIO

*Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor. ---President John F. Kennedy 1962*

### FROM THE PRESIDENT'S DESK...



#### THE WRIGHT WAY —

As we know the U.S. Postal Service today, a reflection on the past is paramount. Year in and year out the Postal Service is rated as one of the most trusted agencies

in our government, it was organized by a guy named Ben Franklin and is actually older than the United States itself. We are not subsidized by tax dollars, we have been self funded since our inception relying on the revenues generated by the cost of postage. As a self supporting division of our government structure we only ask that the 113th Congress do what their predecessors in the 112th failed to do. Repeal the self inflicted, manufactured disaster of the 2006 Postal Accountability and Enhancement Act (PAEA).

It was determined that the Postal Service was overcharged by \$75 billion for payments to CSRS (Civil Service Retirement System). The method used to determine how CSRS pension costs for postal employees before 1971 are split between the Postal Service and the federal government was inequitable. Legislation in 2003 corrected this overfunding (no \$ returned). Then it was determined the Postal Service was overcharged \$27 billion for CSRS military service credits, in 2006 these funds were returned to the Postal Service by Congress, and the surplus was used to fund retiree health care liabilities. In essence, Congress in 2006 found what they believed was a "cash cow" that would help them to hide budgetary shortfalls of other agencies.

Now we are being told that the Postal Service is massively broke, on the brink of bankruptcy and the privateers are out in

force. Outsourcing discounts are now supposed to be regulated to ensure that pre-sort discounts do not exceed our in house cost, this does not happen. The way it is now, large pre-sort companies skim the profits off the top and leave the Postal Service with the most expensive step of the process, transporting and delivering the mail. The question abounds, why is the Postal Service broke? It's because a Republican Congress wanted it broke; they simply will not take the Postal "Cash Cow" out of their sights. The PAEA of 2006 required the Postal Service to pre-fund postal retiree health benefits for 75 years into the future, a burden no other public or private company is required to do. The Postmaster General has defied this Congressional mandate and now owes \$11 billion on those obligations imposed by Congress.

Why would anyone want to bankrupt this institution? Congress manufactured this financial crisis just as the recent fiscal cliff was created, to scare the American people into supporting their agenda. It's not Plant Consolidations, six-day delivery or inefficiency, it's a scam built on greed. Their hidden agenda supports reforms that are in the interest of the 1% who now own much of Congress, and most of the wealth, in the U.S. and they want more. Bust the working class even more, which creates jobs paying less without benefits, the chance to retire, and reduces the footprint of organized labor.

The sanctity of the most trusted government agency is poised to be raped by the most distrusted Congress in the history of our great nation. I ask that you get involved with our APWU legislative team and remain diligent to:

**"SAVE OUR SERVICE"**

### UPCOMING EVENTS 2013

March 12, 2013

**General Membership Meeting**  
6:00 pm - 1509 E Prospect St

April 13, 2013

**General Membership Meeting**  
10:00 am - 1509 E Prospect St

April 18-20, 2013

**Indiana State Convention**  
Embassy Suites North - Indianapolis  
Indianapolis, IN

May 14, 2013

**General Membership Meeting**  
6:00 pm - 1509 E Prospect St

For more information on these events go to: [www.ial130.org](http://www.ial130.org)

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Indianapolis Area Local #130  
 American Postal Workers Union, AFL-CIO  
 1509 East Prospect Street  
 Indianapolis, IN 46203  
 317-634-1783

### OFFICERS

William Wright.....	President
Steve W. Vaughn.....	Vice President
Martha Foote.....	Secretary-Treasurer
Loretta Maydwell.....	Membership/Insurance Coord
Janine Yowell.....	Recording Secretary
Charles Jemison.....	Sergeant at Arms
Debra Gilbert.....	Clerk Craft Director
Vickie Crouse.....	Assistant Clerk Craft Director
Greg Jones.....	Motor Vehicle Craft Director
John "Mike" Hale.....	Maintenance Craft Director
Don Packwood.....	Chief Trustee
Linda Daniels.....	Trustee
Vincent Norris.....	Trustee
VACANT.....	OWCP Director
Vickie Crouse.....	Area Coordinator
Loretta Maydwell.....	Chief Steward
Nancy Helms.....	Research & Education

### STAFF

Pat Gregory.....	Office Manager
Lena Williams.....	Office Assistant

### STEWARDS' PHONE LINES

P&DC Steward's Room.....	(317) 464-6163
Motor Vehicle Steward's Room.....	(317) 464-6404
Associate Offices.....	(317) 634-1783
MPA & P-1 Steward's Room.....	(317) 870-8894

**NOTE: Stewards are not always in the Steward's Room, your supervisor is responsible to make the appropriate contact to the Union for representation, or call the Union hall.**

### ASSOCIATE OFFICES

Beech Grove	Brownsburg	Carmel
Danville	Fishers	Fortville
Franklin	Greenfield	Greenwood
Lebanon	Martinsville	Mooresville
New Palestine	Noblesville	Plainfield
Shelbyville	Westfield	

### EDITORIAL STAFF

Don Packwood.....	Editor
Martha Foote.....	Associate Editor, Clerk
VACANT.....	Associate Editor, Maintenance
VACANT.....	Associate Editor, MVS

### AFFILIATIONS

- American Postal Workers Union
- Postal Press Association
- Indiana State AFL-CIO
- Central Labor Council of Marion County
- Indiana Postal Workers Union

The INDY-INFO is the official publication of the Indianapolis Area Local, APWU, AFL-CIO. Opinions are those of the writer and not necessarily those of the Indianapolis Area Local APWU. All copy must be typewritten and triple spaced for acceptance for publishing

PRINTED BY THE  
 EDITORIAL STAFF OF THE  
 INDIANAPOLIS AREA LOCAL #130  
 AMERICAN POSTAL WORKERS UNION

## A Moment of Personal Privilege

Martha Foote, Secretary/Treasurer

There are many members who contribute time and talent to our union and are seldom recognized for their efforts. They don't do it for any accolades; they do it for the betterment of our union. I have had the pleasure of working with one of those members, Glenn Littrel. As an associate editor I have seen firsthand the time and talent he devoted to the preparation and publishing of the Indy Info. Glenn rendered his resignation as Editor with the January publication and I for one will miss his talent and the collaboration we shared. I want to thank him for his time and talent in order to provide the membership with a stellar publication. Even though he is retired, Glenn remains a full dues paying member and will remain the web site coordinator.

As many of us know when one door closes another door opens. I want to welcome our newly appointed Editor, Don Packwood and I look forward to working with him. Don previously held the position of Editor of the Indy Info, is currently Editor of the Indiana State Paper, and holds the position of Chief Trustee on our local Executive Board. With all of his experience, we are on the road Glenn travelled to publishing a quality and informational paper our membership deserves.

**READ THE INDY INFO WHEN IT ARRIVES AT YOUR HOME IN THE MAIL; A LOT OF TIME WAS PUT INTO PREPARING AND PUBLISHING IT FOR YOU.**

## Best Wishes & Good Luck

William Wright, President

Once, Glenn Littrel compiled a very detail oriented presentation about the importance of communication and what he could bring to the table as editor of our Indy-Info publication. Wow, what an application! He was selected and has delivered on his commitment as our editor. Glenn retired from the Postal Service six months ago and remained dedicated until a replacement could be appointed, a smooth transition did in fact occur, Don Packwood has now taken the helm.

Glenn has been a true unionist and has worn many hats in our local, trustee, legislative Director, Editor, Web-Master(which he will continue)and more importantly as a member. Glenn attended and participated in monthly union meetings and his attendance is second to none. Glenn has elected to remain a full dues paying member and join the retirees chapter as well. The free spirit of Glenn is now totally released, he has a "Bucket List" and now seeks an unfettered clock to fulfill his passions. I wish him well, and now publically state " there will always be an empty peg on the hat rack waiting for you"

*Best Wishes-Good Luck*

*William Wright*



# THE **BIG** PICTURE

Martha Foote, Secretary/Treasurer

Being older (*that would be mature*) and working in the Post Office since 1983, clearly gives me an advantage of seeing the BIG PICTURE and the changes I have seen in the Postal Service. 1983 RRCR (Rural Route Carrier Relief - non-Career) in Greenwood office, 1984 PTF city carrier (career) Indianapolis, 1985 PTF clerk (career) in Indianapolis which eventually led to FTR in Indianapolis P&DC. I joined the APWU union in 1985 and in 1990 I started involving myself in committee work. In 1991 I was appointed a steward for Tour 1 in the plant. In 1992 I was appointed to the vacant Asst. Clerk Craft Director and since then I have served on the Executive Board 6 out of the last 8 administrations as Assistant Clerk Craft Director (1 term) Chief Trustee (1 term) Vice President (2 terms) Secretary-Treasurer (2 terms).

## **OH THE THINGS I HAVE SEEN.**

I saw the introduction of Casuals, TEs (Transitional Employees), PSEs (Postal Support Employees); all non-career positions with no defined path to a career appointment. I also saw the abolishment of PTFs (Part Time Flexibles) in large offices and the PTR (Part Time Regular) position eliminated completely; both were career

positions. Then I saw the introduction of NTFTs (Non Traditional Full Time) a career position but many were posted with less than 40 hours. Over time the 40 hour FTR (Full Time Regular) career positions have declined.

The National Union negotiated a contract with management at the national level, they developed a JCIM (a Joint Contract Interpretation Manual), but local management defies the language on a daily basis.

Using the contract, the union works for the rights of all employees; grieves PSE hours in order to force management to create desirable duty assignments so PSEs can bid into career positions. Non-career positions are dubious at best; the contract gives us the stability to keep management from using non-career employees, as they please, when they please, and who pleases them. It is time for everyone to focus on the BIG PICTURE and get every member contractually protected, and force management to create more career desirable duty assignments.

Today we have employees who ignore the language referencing their employment, outlined in the contract, in order to get more hours. All of us need to

look at the BIG PICTURE. We have career employees screaming because PSEs are getting more than 40 hours and getting overtime, NTFTs are limited to positions of less than 40 hours, and the ODL is being bypassed. PSEs are ticked because the union files grievances on the violations and their hours are being cut. The union only files grievances when the contract is being violated.

Union and Management are required to uphold the contract. PSEs were hired for 30 hour assignments except for an emergency situation and there is a cap on how many PSEs the Postal Service can hire. Today it appears management has exceeded that cap. NTFTs bid jobs of less than 40 hours. ODL employees are entitled to work the overtime when management fails to properly staff and schedule an area. Management cannot wait until the FTR ODL employees leave the building and 10 minutes later call over time for the PSEs when they know full well the overtime is needed before the ODL employees ET.

It is time to focus on the BIG PICTURE and get every member contractually protected, and force management to create more career desirable duty assignments.

## **HELP US HELP YOU – REPORT THE VIOLATIONS**

While casuals and PSEs are both non-career positions, casuals could not join the union, could not get benefits, did not earn leave, had no minimum number of hours, schedule could be changed with nothing but verbal notice, and they had no access to the grievance procedure and due process.

Look how far we have come. PSEs can join the union, earn leave, have access to benefits, can't be fired without just cause, are given a weekly schedule, and the opportunity for conversion to a career position based on their standing on the rolls.

***Oh how things changed during contract negotiations and for the better!***

## **NO INVITATION NECESSARY**

You are members of the finest union in the world. Unions around the world envy our contract, especially the no-layoff clause. I personally welcome every member to attend your union meetings; get your questions answered by your President and see your union in action.

***Know your Contract - Knowledge is Power!***

If you absolutely cannot make the union meeting, you can get your questions answered through e-mail. This e-mail account is monitored regularly by the President and Office Manager. Ask your questions???

[apwu130@gmail.com](mailto:apwu130@gmail.com)

**MILESTONES**, cont from page 8

was divided into two separate government departments.

**15**

1820 - Birthdate of Susan B. Anthony, female suffragist, women's rights advocate, and labor activist.

**17**

1936 - Rubber workers begin sitdown strike at Goodyear Tire and Rubber Company.

**20**

1792 - President George Washington signs an act creating the U.S. Post Office.

**24**

1912 - Women and children beaten by police during Lawrence, Massachusetts textile workers strike.

**25**

1913 - 25,000 immigrant textile workers go on strike against Paterson, New Jersey's silk factories in one of the most heroic struggles for justice in American labor history. Workers were forced by their employers to work 10 hours a day for as little as six dollars a week.

Despite the workers' steadfast courage; mass arrests, lack of financial support, police harassment, and divisions between skilled and unskilled workers contributed to the strike's defeat.

**27**

1979 - The American Postal Workers Union declares Amnesty Day to protest the firing of over 200 postal workers during the 1978 contract dispute.

**28**

1918 - International Association of Fire Fighters founded.

# Secretary/Treasurers Report

**Martha Foote**

Secretary/Treasurer



**INDIANAPOLIS AREA LOCAL**

Balance Sheet  
As of February 9, 2013

**ASSETS**

Current Assets

Checking & Savings

PNC BANK SAVINGS ACCOUNT

ENTERTAINMENT 6,896.65

EDUCATION 3,024.23

CONVENTION 7,201.53

5% CONTINGENCY 6,967.11

TOTAL PNC BANK SAVINGS ACCOUNT 24,089.52

ELECTION FUND 3,369.19

RESERVE FUND President AL/SL 6,818.07

POWER FUNDS (1,305.04)

GENERAL FUND checking 4,215.82

PAYROLL FUND checking 778.30

Total checking & Savings 39,270.90

Total Current Assets 39,270.90

GOLDMAN FUND 2,350.76

RETIREES FUND 23,902.78

*Martha Foote*  
Martha Foote - Secretary/Treasurer

We welcome original articles, stories and artwork from our union members and their families. All opinions expressed herein are those of the writer and not necessarily those of the editor, officers of the Indianapolis Area Local or the publisher. The editor reserves the right to determine whether the material submitted for this publication shall be printed and may edit letters and articles for length, style, grammar and spelling. Articles submitted must deal with labor issues or related topics, not personalities. Libelous statements or personal, unwarranted attacks will not be printed. **Deadline for submitting material to the editor is by 12:00 Noon on the Wednesday following the regularly scheduled monthly General Membership meeting.** Articles and letters to the editor should be submitted on disk, if possible. All material must have the author's name, address, phone number, and be signed, however anonymity may be requested. All communications concerning the paper should be addressed to:

Indy Info, 1509 E Propect St, Indianapolis, IN 46203

# THE KIND OF BILLS WE LIKE TO SEE:

Senator Bernie Sanders (I-VT) and Representative Peter DeFazio (D-OR) have introduced postal modernization legislation that would save the USPS without ending Saturday delivery or the continued closing of post offices - Senate Bill - S.316 and House Bill - HR 630.

These bills repeal the Postal Accountability and Enhancement Act and the \$5.5 annual payment of future retiree health premiums.

They allow the Postal Service to seek new areas of revenue, help customers take advantage of email and internet services, and create a commission to make recommendations on other ways the USPS could generate and thrive in the 21st century.

The legislation would reinstate overnight delivery standards to speed mail delivery and prevent shutdowns of mail processing centers. Safeguards would also be put in place to protect rural post offices.

This is what we have been waiting for - so start contacting your legislators and request they support and co-sponsor this legislation.

The more congressional sponsors, added to a bill, increases its' chance to pass. Find your Indiana Congressional Representatives and Senators contact information and entering your zipcode information. Call, mail, e-mail them everyday; get their attention any way you can. Present yourself in person in their local office; let them know how important these bills are to you, your postal family, your com-

munity, rural communities, and the country at large. These are the Bills that may save your job; how much do you value your job? Share this information with your mail carrier, it affects them too.

Senator Sherrod Brown (D-OH) is a co-sponsor of the Senate bill.

The above was provided by: Terry Grant, President OPWU AFL-CIO in an e-mail to our National Business Agents.

I am in the process of preparing

*FIND YOUR REPRESENTATIVES USING YOUR ZIP CODE HERE:*

<http://www.congress.org/congressorg/state/main/?state=IN>

post cards that will be available next week for distribution to postal employees their families, friends, and neighbors. This is the biggest break postal employees received in a long time; don't let this opportunity slip through your fingers. Check out the legislative page in your national union publication "The American Postal Worker"; it comes in the mail bi monthly, to every union member, delivered to your mailbox.

The ball is in your court – RUN WITH IT! *From; Martha Foote, Secretary-Treasurer*



## Energy Roulette

Grabbing a sports drink to hydrate while working out, or an energy drink for a quick boost to get through a long day has increasingly become a popular gamble. These drinks are the fastest growing beverages on the market, especially among teens. Marketed as dietary supplements with names like Rock Star, Full throttle, Monster, and Red Bull consumers often view them as trendy, convenient and safe, with no idea of the potential threat. Studies reveal there are serious health risks associated with these drinks and consumers should be cautious.

## Potential Risks

The main ingredient found in energy drinks is caffeine, many times in undisclosed amounts. Take a closer look at the label and you'll find they are loaded with sugar and often contain a variety of unregulated herbal stimulants. Doctors warn this can be a potentially dangerous mix resulting in heart palpitations, seizures, strokes, and even sudden death. These risk increase in young children and teens. Researchers report energy drinks can also be highly addictive which may be the reason they are flying off shelves. Some of the side effects reported are increased blood pressure, headaches, nausea, dehydration and fatigue, often prompting you to drink more and develop a dependency. Studies have also revealed that the sports drink variety are highly acidic and have corrosive properties that alter your mouths natural PH balance which can very quickly damage teeth.



## To Drink or Not to Drink

The question raised is, "Are these drinks even necessary?" The general consensus of researchers is No. Aside from being costly, the risks seem to outweigh the reward. The added sugars pack on calories sometimes more than you would burn off in an average work out, quashing the calorie burning benefits of your exercise regimen. The energy boost is often short lived with unsafe side effects once the jolt wears off. Doctors advise for the non-athlete, hydrating with water is a much better choice and it is usually free. Try getting 8-10 hours of sleep so you are fully charged to make it through the day. Reducing stress; maintaining a healthy weight and eating a balanced diet would be your best bet.

# MEMBERSHIP REPORT

**Loretta Maydwell**

Membership/Insurance Coordinator



**INDIANAPOLIS AREA LOCAL**

## FEBRUARY 2013



### STEWARDS

**MVS**

- Tony Moore
- William Wood
- Greg Jones, Craft Director

**MAINTENANCE**

- Phillip Ashby
- Keith Bornstein
- Charles Finney
- Tony Gray
- Paul Sevenish
- Steve M Vaughn
- Steve W Vaughn
- John (Mike) Hale, Craft Director

**CLERKS**

- Nancy Helms
- Tami El Amin
- Dianna Coleman
- Loretta Maydwell
- Lorenzo Tucker
- April Pryor
- Floyd Stanley
- Debra Gilbert, Craft Director

**CLERKS, Station & Branches**

- Chantel Beckwith
- Linda Daniels
- Robin Miles
- Pamela Plummer
- LaTonia Smith
- Dianna Coleman
- Don Packwood

**CLERKS, Associate Offices**

- Helen Scott
- Tina Haskett
- Jacqueline D Henson
- Kathy Miller-Hunt
- Jeffrey A Moore
- Suzanne Wiltermood
- Jackie Williams
- Vickie Crouse, Assistant Craft Director

**Webmaster/Website Updater**

HTTP://WWW.IAL130.ORG  
Glenn Littrell

MEMBERSHIP REPORT	NEW MEMBER	SIGNED BY
Clerks.....925	Andrea Webb	Orientation
Mail Handlers.....7	Shakeyci Webb	Orientation
Motor Vehicle.....138	Dominique Jackson	Orientation
Maintenance.....222	Katie Hollenbaugh	Orientation
Associate.....10	Maurice Williams	Orientation
Check Off ..... 1,302	Tiara Liggins	Orientation
Cash.....4	Vera Hyche	Orientation
Total..... <b>1,306</b>	Diondrea Tanner	Orientation
<i>Including 206 PSE's</i>	Kenneth Peters	Orientation
	Wilford Rendleman	Orientation
	Jibreel El-Amin	Orientation
	Shanel Rowe	Orientation
	Dominica Martin	Orientation
Non-Pay.....58	Deanna Farris	D. Packwood
Cancel.....1	Erica Powell (Blmgtn)	Orientation
Death.....0	Shelia Key (Muncie)	Orientation
Retired.....3	Rachel Hagland (Blmgtn)	Orientation
	Marketa Bumpus (Muncie)	Orientation
	Matt Lewis (Fairland)	Orientation

NEW MEMBER	SIGNED BY
Connie Lehner	Orientation
Cortini McNeal	Orientation
Juanshanta Parham	Orientation
Shauntee Cox	Orientation
Peggy Grant	Orientation
Don Ybara (LAF)	Orientation
Tabitha Smith	Orientation
Nance Dominione	F. Stanley
Marea Footman	Orientation
Kenneth Brooks	Orientation
Joshua Barclay	Orientation
Cherif Ba	Orientation
Monique Hassel	Orientation
Tamica Dowdell	Orientation
Heather Cunningham	D. Gilbert
Gary Davis	D. Gilbert
Michelle McCoy	Orientation
Devon Brown	Orientation
Christopher Skiles	Orientation
Lori Starrett	Orientation
Anthony Cabarris	Orientation
Lorean Smith	Orientation
Micael Cole	Orientation

**RETIRED**

- Linda Wyatt
- Edgar Hollyfield
- Laurie Thompson (Associate)

## Welcome New Members



# APWU

## INDIANAPOLIS AREA LOCAL

### 2013

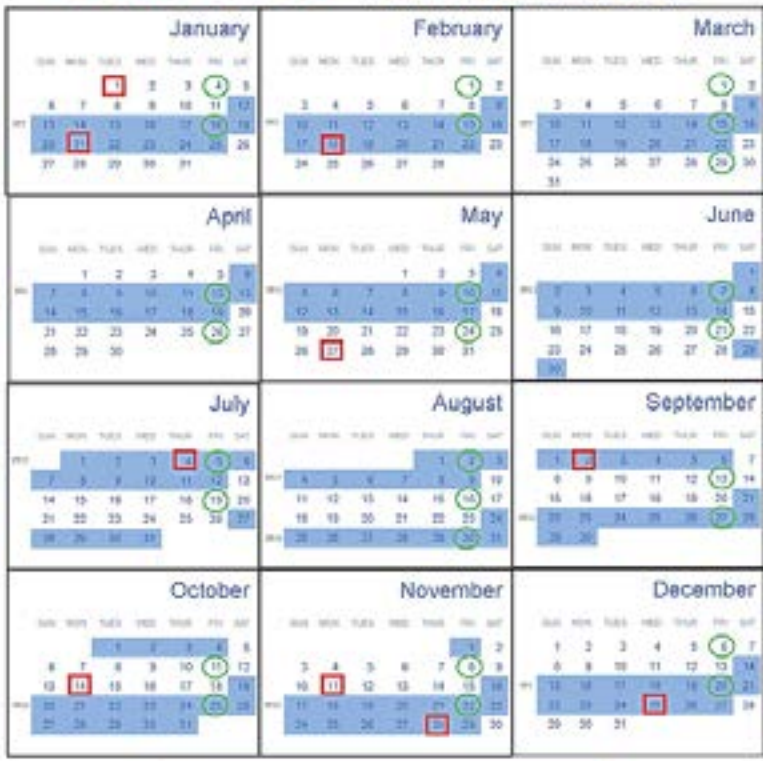
#### Meeting Schedule

January	8	6:00 pm
February	9	10:00 am
March	12	6:00 pm
April	13	10:00 am
May	14	6:00 pm
June	8	10:00 am
July	9	6:00 pm
August	10	10:00 am
September	10	6:00 pm
October	10	10:00 am
November	12	6:00 pm

### 2014

January	14	6:00 pm
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# 2013



#### KEY TO THE CALENDAR

■ Holiday

Leave Year

Begins: PP 03-2013 / Jan. 13, 2013  
 Ends: PP 02-2014 / Jan. 10, 2014  
 PP 03-2012 in Jan. 14 - Jan. 27, 2012

○ Pay Day

# PROTECT WINDOW JOBS

*By Al Ross, East Bay Area Local*

Since Postal management wants to cut a lot of window positions based on POS-ONE downtime, it is critical for window clerks to follow certain procedures to make sure everything you do is recorded properly.

There are a number of codes to record operational functions so the system won't indicate you're on downtime. The Postal Service uses the downtime numbers to eliminate our jobs. These downtime numbers, that make it seem like the employee had nothing to do, can be used to cut a station from 5 window positions to 2.5 positions, based on the apparent inactivity of the window clerk.

So be sure to record everything you do. If you move to the box section, punch on operation 355. If you are in the back office hit operation 558. If you are on union time, hit 608.

The POS system lets you indicate a variety of transactions. If you have to retrieve a parcel or locate a supervisor, hit "other customer service nonautomated transactions" and follow the steps associated with that action. For example, if a customer comes in for mail pick-up, hit "other customer service non-automated transactions non automated pick-up", and "stand by." Once you retrieve the mail for the customer, log on and hit "mail pickup," and scan the item if appropriate. Then hit "end of visit" and the system records the begin and end time of the entire transaction. If you don't follow this procedure, the system will record the entire transaction as downtime.

If you are processing a passport application, start by hitting "other customer service non-automated transactions." You must then scroll down to #11 (request passport form) and hit "enter." If you input AIC 264 or 241, don't forget to return to "request passport form" to continue recording the time it takes to process the application.

Please use the appropriate keys for all transactions. If you need to summon your supervisor based on the customer's request, hit #3. Hit #8 if you are giving customers directions, hit #10 if you are accepting a "hold mail" request, hit #12 when distributing tax forms, and #15 when processing a PO Box application.

We need to be consistent in these practices in order to protect our jobs. If we let management manipulate the numbers to give the appearance that we are overstaffed - even if there are long lines and anyone can see we are understaffed - our bids will be gone, our service will suffer, and our working conditions will become even more stressful.

*Reprinted from the Unionizer*



# Indy Info

INDIANAPOLIS AREA LOCAL #130  
American Postal Workers Union AFL-CIO  
1509 E Prospect Street  
Indianapolis, Indiana 46203

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# MILESTONES IN LABOR HISTORY

## - February -

**1**

1865 - National Freedom Day. Anniversary of President Abraham Lincoln's approval of the 13th amendment to the U.S. Constitution which abolished slavery.

**4**

1869 - Birthdate of William D. "Big Bill" Haywood, labor leader and Industrial Workers of the World cofounder.

**5**

1830 - First daily labor paper, the New York Daily Sentinel, begins publication.

1993 - President Clinton signs the Family and Medical Leave Act, requiring employers to grant up to twelve weeks of unpaid leave for a family or medical emergency.

**6**

1919 - Shipyard strike of 32,000 workers in Seattle, Washington sparks general strike as workers take control of the city.

**8**

1864 - Birthdate of Mary Kenney O'Sullivan, factory inspector and labor leader. Appointed by American Federation of Labor President Samuel Gompers as the organization's first female organizer.

**11**

1937-48,000 General Motors workers end sitdown strike in Flint, Michigan with first United Auto Workers (UAW) contract.

**12**

1817 - Birthdate of Frederick Douglass, former slave, abolitionist, writer and advocate of civil, labor and trade-union rights for African Americans.

**14**

1903 - Western Federation of Miners strike for eight-hour day.

1903 - President Theodore Roosevelt signed a law creating the Department of Commerce and Labor. Ten years later, it

See MILESTONES cont'd on page 4