

# Postal Newsletter

AMERICAN POSTAL WORKERS UNION

NATIONAL POSTAL PRESS ASSOCIATION

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## Election 2016: Let's get started

By Tony Carobine, President

The term "American Dream" used to be a common phrase in the American vocabulary. What was this in reference to anyway? Some wild fantasy or unrealistic fable? Not at all. This term was used to describe what most working Americans aspired to in life; having a decent paying job, owning a home, the ability to send their children to college, and after their working years, a comfortable retirement.

For many years, achieving the American Dream was commonplace in America. Unfortunately this has changed. Today, for more and more working Americans, the possibility of ever achieving the American Dream is fast becoming just that, a dream. Millions of good paying jobs that sustained generations of Americans gone, the majority replaced by temporary employment paying a little more than minimum wage; employers discontinuing pension plans; millions of workers are also either unemployed or

underemployed. These are just a few examples of the havoc being wreaked upon the citizenry.

As a result of the 2014 midterm elections that saw the election of an increasing num-

being passed that would benefit working class Americans.

In another segment of society the situation is much different. According to a new report from Oxfam International, since

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*"The wealth of the richest 62 people in the world grew by more than a half a trillion dollars in the last five years, while those on the lower rungs of the economic ladder have seen their positions worsen."*

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ber of radical far right majorities across the country, (especially on the state level) the situation has gotten worse. From the state to the federal level, an ongoing war is being waged on the working class and unions.

Laws have been passed or introduced in many states restricting or stripping workers of their collective bargaining rights. Several states have introduced Right-to-Work legislation and voter suppression laws have been passed that will potentially disenfranchise, minority, elderly, and young voters. The Citizens United Supreme Court ruling continues to keep the flood gates open for billionaires and big business to spend literally as much as they want trying to influence elections and take over our democracy; all of this further hindering the ability of electing individuals that will stand up for working people.

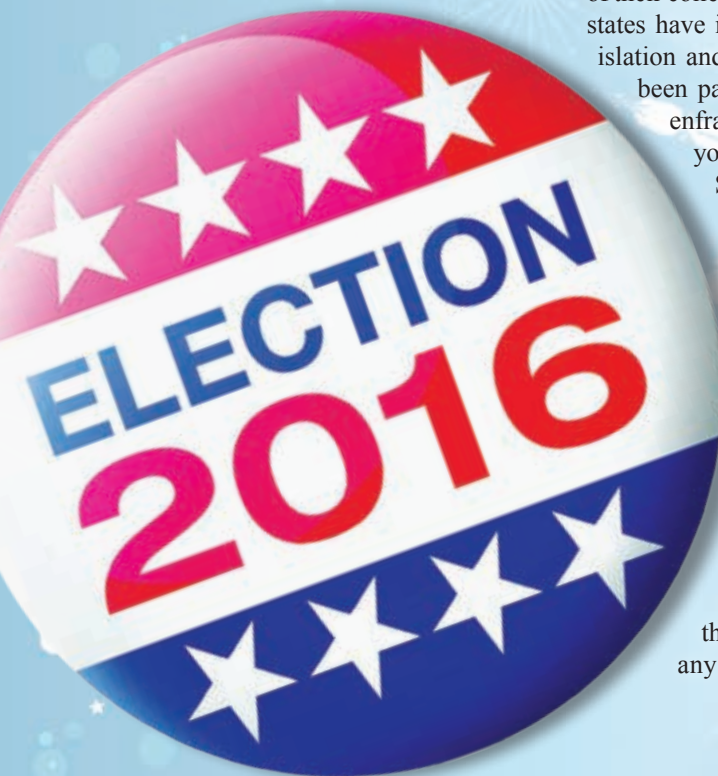
In Washington, obstructionism by the Republican majority continues, as it has for the past several years, preventing any meaningful legislation from

2010 wealth has become more concentrated in favor of the rich. The wealth of the richest 62 people in the world grew by more than a half a trillion dollars in the last five years, while those on the lower rungs of the economic ladder have seen their positions worsen. Collectively, this ultra-wealthy group controls \$1.76 trillion, which is about the cumulative worth of the poorer half of the world's population, or around 3.5 billion people. According to the study, income and wealth are being sucked upwards at an alarming rate.

The primary reason for this growing problem is that the share of earnings going to workers continues to fall while the share of income given to owners and top executives is rising. Three-fourths of Americans are living paycheck to paycheck, with little to no emergency savings to rely on if they lose their job. Income inequality is as bad now as it was in 1928, just before the Great Depression.

The study emphasized that it's in everyone's best interest to fix the problem of economic inequality as prolonged periods of a widening wealth gap are bad for entire countries.

The reality for postal workers and all  
*Please see Let's get started, page 2*



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# Let's get started

*Continued from page 1*

working Americans is that we must vigorously fight back or assuredly the American Dream will be forever taken away from us.

We need to especially pay close attention to which elected representatives support working people and which politicians are out to destroy us. Then, we must aggressively work to re-elect our friends and defeat our enemies over the coming months leading up to Election Day on Tuesday, November 8. Postal workers and all working families have a stake in the 2016 elections, as control of the White House, Senate, House of Representatives, governorships and state legislatures will be determined.

We must score a win for working people in November and the time to start is now. We cannot afford to have any "low-information" voters among our ranks; members and their families who base their vote on emotional issues; or those who unknowingly vote against their own self-interests.

As communicators and representatives of the union we need to prepare our members for this important election. We need to educate

them about the issues, encourage contributions to APWU COPA, advise them about how candidates stand on issues important to postal workers and all working families, help them become registered voters, and constantly remind them about the significance of voting on Election Day. We need to work very hard to get individuals elected that will help save the American Dream.

As the late labor leader Walter Reuther said, "There's a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls."

Preparing members and their families for the upcoming election is quite an involved task, but nonetheless a vital one. Communication is the key and it should be a continuous effort in the days and months leading up to this important day. The best way to increase turnout is to educate members about the issues and candidates. Armed with this knowledge, members and their families are more likely to participate and will make informed choices when going to the polls on Election Day.

## Back to basics

**By Jenny Gust, Editor-at-Large**

I had a wake-up call at our last union meeting. Our president was giving his report and said he had a member who flagged him down and asked about his grievance. Well long story short, the person hadn't filed a grievance, he had simply talked to the president about an issue. But he thought that talking to someone was enough. Many members stop officers and stewards who are on their way home, heading to lunch/break or to another operation and they want to talk about a problem. Some of their concerns are not grievances, they just have a complaint. But in some cases they need to see their supervisor and request a steward.

Complaint or grievance they have a right to request their steward and talk to them. The discussion then went on about people needing to learn what a grievance is, how to request a steward (what you do and don't have to tell the boss and how long you might have to wait), and time limits. After thinking about it I realized that not everyone knows these basic things

that many "old timers" take for granted.

It might be a good time to question your officers and stewards on what they wish the members knew. Then try to include these items in your next issue or two. What is a grievance? What do I do when I feel something is not right? How long do I have to file a grievance? What happens after I file? How long does it take? What is a class action grievance? All pretty basic but not necessarily things all of your members know.

Since it is the beginning of the year, you might want to check up on your listing of officers and stewards. Check and make sure you have the correct names, pay locations, tours, phone numbers, etc. Each paper should have this information and also your website (if you have one). Members at stations and area offices do not generally have stewards in their offices so they need to know how to get in contact with a union representative. Also, publish the national APWU and state website addresses.

It never hurts to get back to basics. Give it a try. Happy 2016!

# Quotes and design

By Lance Coles, Editor-at-Large

Headlines, leads and photos all help get the reader to read your article, but quotes can tease them into it as well. Quotes are an integral part of your article. They lend validity to the story, and bring people into it. Using quotes as pulls or blocks, much like a graphic will draw readers in. They provide a visual power.

Block and pull quotes are used to emphasize excerpts of text. The attention span of our readers is short, and these types of design techniques really help get the reader to read on. Use them as teasers to draw the reader in. They work well with the layout, in that they break up grey space.

Pull quotes are short excerpts from the presented text, used to pull some text out of the article and give it more dominate attention. Pull quotes are usually not in the readers flow. They seldom provide any additional information. When using a pull quote move it further away from the place

where the original text is residing.

A block quote – actually block quotation, that isn't already mentioned in the article, is usually placed in the readers flow.

Either types of quotes have to be interesting and provide important thoughts. These types of graphic tricks should not be

called “neighbors” where the pull or block quote are placed next to the article, (usually to the right) and do not interfere with the reader's flow of the article.

Using other visuals, such as very large quote marks, starting the pull/block quote, also serves as a good graphic that comple-

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*“Block and pull quotes are used to emphasize excerpts of text. The attention span of our readers is short, and these types of design techniques really help get the reader to read on.”*

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used more than once or twice per article – unless the article is really, really long.

Do not place a pull or block quote at the end of sentence or between paragraphs. These should be placed right in the middle of the readers flow. There is a process

ments the quotes. The use of shading or color over the quote is a good attention grabbing process as well. It is not necessary to use punctuation in a pull or block quote. Pulling them across columns is good visual use.

The size of the font has to be bigger than the type used in the article. Keep the font style the same with multiple pull/block quotes within the same article. Placing is important. Make sure there is room around the quote. Don't crowd it too close to the type of the article. Use the white space.

These types of quotes can also be great graphics, as in making them like a “meme.” Use color, large type and make it a graphic all in its self, where it stands alone. Pull and block quotes should not be too short, somewhere around two sentences.

These practices are not just for print articles, they can be used with all forms of media, such as Facebook, webpages, etc.

## Blah, blah, blah . . .

By Hank Greenberg, Honorary Member  
PPA Advisory Council

Sound familiar? Your paper has just been delivered to the membership and as usual, members approach you with suggestions

I receive approximately 25 local/state newspapers each month and I read every one. (I wish it were possible to receive every



and criticisms. No one says, hey, great articles – thanks for explaining an issue I didn't understand. Nope, no one says, **thanks for a job well done.**

Don't take it personally, it's always been like that. It doesn't mean you didn't do a good job; it means that most members don't understand **how much effort** goes into the work you are doing. That's the way it's always been.

paper but I understand your financial situation and respect you for what you are trying to accomplish within the

financial restrictions you are experiencing). And when I read your paper I am reminded of when I was a local and state editor and worked very hard to keep the membership **informed**. Was I always successful? I don't know, maybe not. But I tried my very best to **keep the membership informed** – isn't that what we are trying to do, keep the membership informed?

## If you should ask me

Here's a very fine way to get more readers inside your publication. Ask a question of randomly selected members, get an answer, snap their photograph and put together your column. In each issue ask a pointed question on a topic of interest, and then compile short answers along with the member's photo in a column entitled “If you should ask me.”

# The politics of an editor (or are there?)

By Diane North, Editor-at-Large

I am the editor of *The Coastal Breeze* in Broward County Area Local 1201 and editor of *The Florida Postal Worker* for the state of Florida. I love when someone tells me how much they enjoyed the paper or that they appreciate receiving such good information. I have a sense of accomplishment when I finish editing a newsletter and it goes to print. For me, that's what being an editor is.

But, what about the politics of being an editor, and where does that fit in with my image of what an editor is? So, I started by asking myself, "What is an editor?" Dictionaryreference.com, defines editor as "... a person having managerial and sometimes policy making responsibilities related to the writing, compilation and reversion of content for a publishing firm or for a newspaper, magazine or other publication." You know some of the examples editors have to deal with: I find that I often set a deadline only to be told an article will be late and do not print the paper without it. Or I set a deadline only to not receive any articles by the deadline. What is an editor to do?

This must be the short version of what an editor is, and none of the definitions I looked up even mentioned "Politics," but Vocabulary.com says this: "... Can also be used to talk about the way people use their positions in a company or organization to gain power or authority. This is often called office politics."

I have worked with a few different e-boards in my ten years as editor and every personality is different and everyone needs to be dealt with in their own way. (It is all trial and error, and you try to not make too many mistakes/enemies.) And when election time comes around I really have to go into the political mode of being an editor. The point is there **are** politics of being an editor. I am in an elected position. I know some editors are appointed. I think that we both face the same "politics." How do I react to situations so I do not get anyone angry or upset and risk losing a position that I really do love?

Or when I do a "reversion of content" which doesn't quite describe some of the articles that have to be rewritten to be readable. Then there are those that have everything to perfection and if there is a mistake of any kind, or any kind of error in the article, I get

a bunch of calls right away. Not often, but sometimes I may actually have to decide on what articles to publish, and you know the expression: "You can please some of

the people some of the time; but, you can't please all the people all the time!"

Yes, whether we like it or not, there are politics in being an editor.

## The evil that men do

By Edward J. Brennan,  
Secretary-Treasurer

In one of the required readings during my college days at Saint Louis University I clearly remember a quotation that stuck with me throughout the following years of my life. It instantly popped back into my mind when I attended the opening session of the John Akey Seminar last year when one of the opening session speakers gave a brief but highly informative rendition of the life and times of John Akey.

Many years ago I had the honor and privilege of working with John at one of the formative early year conventions of the Postal Press Association. The speaker brought back to my mind thoughts of working with John and the good times we had talking about our days in the union back home and the benefit of our publications in keeping our members informed. It was truly refreshing to think back to those days and to know that memories of John and his importance to the union were not being lost to the delegates at the seminar.

Just this simple reflection on the history of the seminar namesake reminded me of the important truths found in the quotation I read in my college studies, namely "*The evil that men do lives after them. The good is oft interred with their bones.*" How true this is today and what a role it plays in our everyday society. How many scholarships, seminars, streets, buildings, etc. are named for persons who left a lasting impact and impression on our society? And, how very many of these honorees are virtually becoming unknowns along with the reasons for their being honored in the first place.

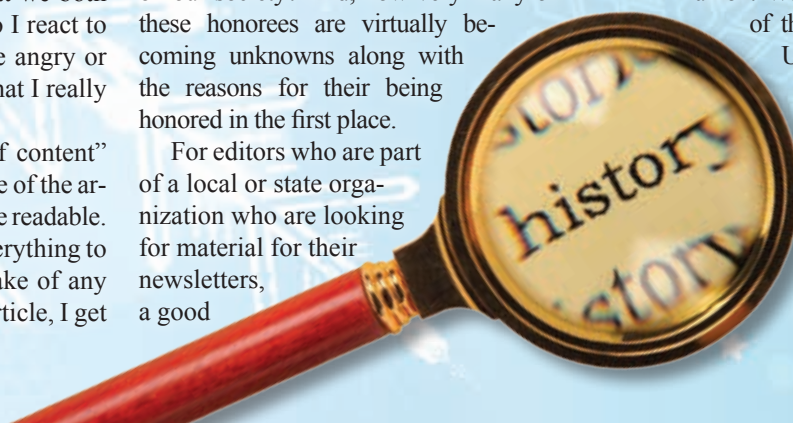
For editors who are part of a local or state organization who are looking for material for their newsletters, a good

place to start is with information on past honorees. Without this frequent reprinting of the information on the honoree the reason for the honor will soon go by the wayside and the reasons for the namesake will become a forgotten thing of the past. For example, who among our present editors knows about the Hank Greenberg Award? And, better still, who knows about Hank Greenberg himself and what he meant to the Postal Press Association and the Accident Benefit Association?

We have had many outstanding members in our union who later became outstanding officers. Their deeds have become an important part of the history of our union and previous postal unions. Their place in our organization and the impact of their deeds should be published in our newsletters so that newly hired workers can be inspired to become active in their local and state organization and keep the American Postal Workers Union the great organization that it presently is.

The history of our union and the members and officers who have made our union what it is today is in the hands of our editors of today. Someone could even research the lives and times of all of our postal honorees and print the tale of their deeds and the reasons for their honors. Someone could even make their memory into a book or handout for new members.

The material is out there for our taking. We can all publish the good things about our union. We can all be proud members of the American Postal Workers Union. For the sake of the past we don't want to be remembered as part of "*The evil that men do*" but as part of "*The good that is oft interred with their bones.*" As editors let us work to bring the good of the past to the members of the present.



# New report explores how attacks on unions, voting rights, & campaign finance laws part of concerted, anti-democratic effort

*“Democracy at a crossroads: How the one percent is silencing our voices” traces how everyday Americans’ voices are being silenced*

A new report released from the Democracy Initiative Education Fund, ***Democracy at a Crossroads: How the One Percent Is Silencing Our Voices***, examines how the attacks on unions and the right to organize, assaults on the right to vote, and the dismantling of campaign finance laws are not isolated incidents. Instead, these events are inextricably and directly linked as parts of a systematic effort to shift power from the majority of Americans to a tiny minority of the very rich and the most powerful corporate interests.

The report, written with support from Every Voice Center and the Communications Workers of America (CWA), examines how everyday Americans’ voices in the political arena are being silenced through unprecedented attacks on three pillars of our democracy:

- **Restricting voting rights.** Between 2008 and 2015, at least 22 states have imposed carefully targeted voter photo ID laws that disproportionately affect working Americans, communities of color, seniors, and young people. States have cut back on early voting, election-day registration, and other reforms that would increase turnout. These efforts are concentrated in communities with diverse electorates.

- **Targeting assaults on campaign finance laws at the state and federal levels.** In the past four decades, campaign finance laws have come under assault at the state and federal levels, and especially in the Supreme Court led by Chief Justice John Roberts. Opponents of campaign finance regulation have slowly dismantled meaningful contribution limits, eliminated many restrictions on moneyed special interest campaign spending, reduced disclosure of sources, and weakened enforcement of remaining laws on the books.

- **Mounting attacks on unions and the power of workers in state legislatures, Congress, and the Supreme Court.** Unions are the collective voice of working Americans. They help to level the field when workers negotiate with powerful employers; reduce economic inequality; raise wages for workers; and ensure adequate health care, paid sick leave, and retirement programs for all Americans. Recently, however, state legislatures have passed laws severely compromising workers’ ability to organize and to bargain collectively, Congress has been hostile to pro-worker legislation and has made federal enforcement of labor laws more difficult. At the same time, the Roberts Court has ruled consistently on the side of big business.

These attacks on American values are the result of an organized effort to shift political power away from ordinary citizens to a small, wealthy elite. This elite group is using vast resources to influence policy makers, the media, and the public to protect its position. The same group has taken aim at the foundations of our democratic tradition, undermining principles of equal representation and civic participation that sustain our nation. Attacks are taking place in state legislatures, in the U.S. Congress and federal agencies, and in the Supreme Court.

“It is becoming increasingly difficult for Americans to have their voices heard as attacks on our democracy have continued to erode their ability to participate fully and freely in the democratic process,” said **Tova Wang, Director of Democracy Programs at CWA**. “This report explores how attacks on voting rights, campaign finance laws, and unions are taking place at every level of power – state legislatures, congress, federal agencies and the Supreme Court – to shift power away from average Americans. Using this knowledge, advocates and activists will be able to understand what is at stake and fight back to build a democracy that is of, by, and for the people.”

“A sustained, multi-faced nationwide attack on voting rights, money-in-politics laws, and collective bargaining has silenced the voices of millions of Americans while giving a megaphone to a handful of billionaires and the country’s wealthiest special interests,” said **Nick Nyhart, president and CEO of Every Voice Center**. “This report shows, in exhaustive detail, where these attacks have happened and, importantly, what people can do to fight back and create a democracy that works for all of us.”

Despite the challenges of the past few years, a growing pro-democracy movement is pushing back. Polls show the majority of Americans favor stronger campaign finance laws and restoring the Voting Rights Act. Most also oppose weakening peoples’ voices in the workplace. Across the country citizens have fought to block restrictive labor and voting bills, to expand access to the ballot box, and to pass laws making small campaign donations more important than big money. The report concludes by outlining policies and examples of how to place power back in the hands of the American people – which is where it belongs in a democracy.

The report is available at [www.democracycrossroads.org](http://www.democracycrossroads.org).

# The union starts with 'u'

By Lisa Carlson, Union Steward

From the Dickinson County (Michigan)  
Democratic Party *Democratic News*,  
November 2015

Seven and a half years ago, I took a job with the State of Michigan. Before taking this position, I thought about all the great

ber laughing at him when guests came over. He'd always say, "If you're drivin' a foreign car, you ain't parking in the driveway." He insisted on it and often moved friend's cars for them. I used to think he was crazy, but in our house, you bought union made. I never truly understood why that was, or

Over the years, I've stood by and watched in angst waiting to find out if I, a friend, co-workers would get laid off. I have sat on pins and needles while I waited to hear if my worksite would close. I anxiously awaited news of a co-workers arbitration who was wrongly accused of misconduct and feared justice would not win out. Through these times, there was always one constant standing up to fight and ensure those fears would not become real: The union.

But what is the union? To me, the union is a group of hard-working people who put honesty and integrity in front of everything. It is a group of people who fight for good. People who stopped layoffs, stopped building closures and won arbitrations. It is a group of people who stand up . . . TOGETHER.

After seven years, I finally realized that I am the union. The union only works if we work together. If we all stand up for what the union represents . . . you and I. This



summer, I became a union steward. I started seeing all the behind the scenes work my union brothers and sisters did. I saw how hard my union representative worked. I saw how much he cared. My eyes were opened to all the other positions in the union; individuals in Lansing, Detroit, and Northern Michigan, scattered all throughout the state.

The union is a well-oiled machine, everyone has their spot. Individually, they all have their job, but TOGETHER we are moving mountains. I always thought being union steward would be too much work. I am here to tell you, it is work, but it is also rewarding. It is rewarding to know that you are part of something bigger than you, bigger than your office, and you are making a difference. The only way we can keep moving mountains, fighting for all of us, is to get and stay involved. Go to a union meeting, and find out how you can stand up in solidarity. Together WE will make a difference, but the union starts with U.

*"But what is the union? To me, the union is a group of hard-working people who put honesty and integrity in front of everything. It is a group of people who fight for good. People who stopped layoffs, stopped building closures and won arbitrations. It is a group of people who stand up . . . TOGETHER."*

things that would happen working there. At the time, I was four months pregnant. At my previous job, I had finally earned two weeks paid vacation after being there for three full years. I only had two sick days per year, JUST TWO. So, as you can imagine, I was extremely excited to finally have a job with benefits! I would be able to take time off with my new daughter. I wasn't going to miss soccer games or birthdays. I could actually stay home if I was sick. I didn't have to use my vacation time for a holiday. I had good insurance.

I grew up in a union home. My dad retired from Ford Motor Company. I remem-

what it meant to be union. I never asked, or even thought, "why?" When you start working for the State of Michigan, you are given the option to join the union. Why did I join? In all honesty, because my dad said so and because my co-workers said that was the thing to do. People give you paper-work and you just fill it out.

I have come to realize that these things aren't just handed to you. Someone stood up for me, for my family. Someone worked long hours to ensure I have holidays off; to ensure I could take a vacation; to make sure I was treated with respect; to stand up for ME.

## Word origins

**O.K.** was first uttered in the presidential campaign of 1840. Back then everyone seemed to have a nickname and when Martin Van Buren ran for president he was nicknamed "Old Kinderhook" after his birthplace. His New York City supporters formed a club in his honor called "the O.K. Club" and "O.K." became a rallying cry for their candidate. Van Buren lost. But "O.K." won, and it's the most widely used word in America.

American English reflects the place of the circus in both our folk and literary history. The source of "like a three-ring circus," used to describe a place where various attention-getting activities were going on at

once, is plain enough. Other familiar terms that originated beneath the big top include:

**Gargantuan** – after Gargantua, a famous 650 pound circus gorilla.

**Get the show on the road** – what the circus bosses shouted when it was time to move on.

**Grandstanding** – what the local politicians often did when the circus came to town; they worked the crowds, for the benefit of the omnipresent newspaper reporters.

**Hold your horses** – what the man preceding the elephants in circus parades shouted as they approached people with horses, who were frightened by the elephants' unusual smell.

# Internal union elections and the LMRDA

*Editor's Note: The following information is being provided as a guide to ensure fair and equal treatment of all candidates during this national APWU election year and to help APWU affiliates avoid election law violations.*

Title IV of the Labor Management Reporting and Disclosure Act of 1959, as amended (LMRDA or the Act) establishes election procedures to be followed by all unions covered by this Act, regardless of whether their constitution and bylaws so provide. The Act does not spell out detailed procedures; rather, it sets minimum requirements. Beyond this, elections are to be conducted according to the constitution and bylaws of each union, as long as the union's rules do not conflict with the provisions of the Act.

Under Section 1209 of the Postal Reorganization Act, unions of U.S. Postal Service employees are subject to the LMRDA.

Therefore, the LMRDA administered by the United States Department of Labor must be followed concerning internal union elections. In addition, sections of the Act contain provisions affecting the use of a labor union publication in internal union elections.

Section 401 (g) of the LMRDA provides that: *"No monies received by any labor organization by way of dues, assessment or similar levy, and no monies of an employer shall be contributed or applied to promote the candidacy of any person in any election subject to the provisions of this title. Such monies of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for holding an election."*

This means that since a union publication is funded by the union, it cannot be used for the purpose of promoting the candidacy of any individual running for union office. Also, a union website that involves the use of union resources to operate also cannot be used to promote (or attack) anyone's candidacy. The same is true regarding the use of any union facilities and equipment. Such activity is an indirect expenditure of union

funds which is prohibited under Section 401(g) of the LMRDA.

To avoid promoting the candidacy of any person, union publications should afford fair and equal treatment or publicity to candidates for union office and be fair and impartial in reporting the activities of candidates.

If it chooses, a union newspaper can make equal space available to each bona fide candidate running for any particular



office, as long as the candidates are notified on an equal basis of the availability of the publication for this purpose. The law is specific in this regard. A union newspaper has the choice of all candidates for a particular office – or none. Once the publication decides to open the newspaper to candidates, it must offer space to all candidates for that particular office on an equal basis.

Paid political advertising is legal provided that all candidates for a particular office or offices are given an equal opportunity to purchase space for an ad. And, provided that all candidates are charged the same consistent with space used.

Also, a union may neither attack a candidate in a union-financed publication nor urge the nomination or election of a candidate in a union-financed letter to the members.

If a local endorses candidates for national or state APWU office at a regular or specially called meeting of the general membership, the union may print this information as a **straight news story**. This news story can be reported only if the decision has been made by the membership at a regular membership meeting and **not if the endorsement was**

**made only by the executive board.** The story must be written strictly as a news item and must not be allowed to drift over the line into an area of propaganda for (or against) those candidates who are endorsed – or who failed to gain the endorsement.

Moreover, the printing of such endorsements in a news story should be distributed to the publication's normal mailing list. To increase the circulation in an effort to reach a larger audience only for the purpose of publicizing such endorsements could be construed as employing union funds and/or equipment to advance the candidacy of a candidate or candidates.

A "Letters to the Editor" column should not be used for the purpose of advancing the candidacy of an individual or individuals nor should it be used to attack a candidate or candidates. Letters to the Editor should either be eliminated or closely monitored during the election period in

order to avoid conflict with the intent of the law.

These laws are not intended to restrict anyone's rights, but rather to protect the rights of the membership and to ensure equal treatment for all candidates.

## Union election review

Following are some questions that may arise during the APWU national election period. This is by no means a complete list, as it is not possible to cover every situation that could occur. Please contact the PPA for assistance with questions not covered here.

**What does "promote the candidacy of any person" mean?**

To promote the candidacy of any person means to show a preference for a particular candidate or groups of candidates. This is prohibited regardless of whether the preference is shown by actively supporting one candidate or by attacking another candidate.

**I receive an informational article during the election period from a candidate (either incumbent or non-incumbent)**

*Please see **Internal union elections**, page 8*

# Internal union elections and the LMRDA

*Continued from page 7*

**which I believe would be of interest to my membership. This person is not a regular contributor or has never submitted an article before. Can I publish the article if no mention is made of the fact that the writer is a candidate?**

No. Even though the article makes no mention of the fact that the writer is a candidate the writer is not a regular contributor and therefore would in effect be receiving exposure (during the election period) to the detriment of other candidates.

**Would it be appropriate to accept campaign statements from candidates running for specific national offices for publication in a local or state paper as long as each candidate for that specific office is given an equal opportunity to submit a campaign statement?**

Yes. This would not be an election law violation as long as all candidates are treated equally. For example, each candidate must be permitted the same amount of words or space and time to submit the statement. The affected candidates should be sent a notice about this opportunity on the same day, preferably by certified mail, return receipt. That way, if there is any question later about equal notification, there will be proof that

each candidate was afforded the same opportunity. The statements should also be equally presented so as not to draw more attention to one statement over another. This means, for example, that typographical enhancements such as bold face type, bulleted or numbered lists, type set in all caps, underlined type, or extra punctuation should not be permitted.

**If the executive board endorses candidates for national APWU office, can I print this information in the paper?**

No. The only type of endorsements that can be reported in your publication are endorsements made by the general member-

ship at a regular membership meeting. You cannot in any fashion report endorsements made only by the executive board.

When endorsements are made at a general membership meeting and published, they must be presented as a straight news story. The news story must not drift over the line into propaganda (for or against) those candidates who are endorsed – or who failed to gain the endorsement.

**Is it legal to sell advertising space in a union publication to candidates?**

Yes, provided that all candidates for each office for which ads will be accepted are equally notified of the opportunity (preferably by certified mail, return receipt) to place an ad and all candidates are charged the same rate. Also, such advertisements should be equally presented. That means the advertisement from one candidate should not receive more prominence as in better page placement than an ad from another candidate.

**My local has a web page. Can I publish articles on this web page promoting the election of candidates for national office?**

No. The same standards apply to web pages as union publications. The web page is a union resource paid for with union funds and union funds cannot be used to promote (or attack) anyone's candidacy as specified in Section 401 (g) of the LMRDA.

