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Press

AMERICAN POSTAL WORKERS UNION

NATIONAL POSTAL PRESS ASSOCIATION

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Preparing for Election Day: November 6

By Tony Carobine, President

Election Day is Tuesday, November 6. Postal workers and all working families have a stake in the 2018 elections, as control of the Senate, House of Representatives, governorships and state legislatures will be determined.

In the remaining time before November 6, we must convey to our members and their families the significance of this election and where the candidates stand on issues important to postal workers; such as: Postal Service privatization, preservation and strengthening of Social Security and Medicare, along with a host of other issues affecting the everyday lives of members and their families.

We must also be wary of attempts to distract attention away from issues affecting working people. We must not allow anyone to be misled and as a result cast a vote not based on which candidates are better suited to address the important and critical issues facing postal workers and all working people, but instead a vote based on so-called wedge issues and untruths.

Also, we should stay away from support (or opposition) of candidates solely based on political party affiliation. The determining factor should not be about political parties but rather the candidate's position on issues affecting postal workers and their families.

As communicators and representatives of the union we need to prepare our members for this election. We need to advise them about how candidates stand on issues important to postal workers and all working families, help them become registered voters, and remind them about the significance of voting on Election Day.

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 bargain-



ing table can be taken away in the legislative halls."

Preparing members and their families for the upcoming election is an important task. Communication is the key. 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

"Many working people are not keenly involved in the political process and therefore may not be familiar with the candidates and where they stand on issues important to their lives. The less working families are involved in politics, the more we will see politicians elected who don't represent their interests.

"Adding to this dilemma are labor unions whose only election effort is to tell their members who to vote for on Election Day, often just a few days before they are asked to go to the polls. With this practice union members don't feel any ownership of the process and resent being told what to do.

"Research indicates that members desire unions to focus on two key elements:

(1) Members desire political action to be, first and foremost, about them and their needs, not about candidates or political parties. Unions need to make clear their criteria for making political and legislative decisions are based on what is in the best interests of members and other working people.

(2) Political action should focus on informing and involving the members so they can be politically empowered. The traditional candidate endorsement of labor political action does not empower them. What members want most

from their union is more political information and then to be trusted to make the right decisions, rather than receiving endorsements that often seem like 'marching orders.' Members understand that knowledge is power and they want their unions to give them the information they need to be smarter voters and to make a difference.

Please see *Preparing for Election Day*, page 3

"We should stay away from support (or opposition) of candidates solely based on political party affiliation. The determining factor should not be about political parties but rather the candidate's position on issues affecting postal workers and their families."

informed choices when going to the polls on Election Day.

The right approach

The following excerpt from the PPA produced booklet, *Federal Elections, Union Publications and the Internet* examines techniques for increasing the participation level of members and their families on Election Day.

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This publication is 100% union printer produced: Union typeset, Union layout, Union printed.



Now what?

By Jenny Gust, Editor-at-Large

Oh good grief, it's deadline time! Now what? Do you ever feel that way? I know I sure do – like right now as I am typing this!

If you are like me you sometimes have to pull teeth to get articles from your officers. Many times I am lucky to get one or two by extending the deadline and shaming and begging!

Here are a few ideas to try when extending the deadline and begging doesn't work! I have a folder that I keep marked with "Things to Use" – catchy title, right? From one paper to another I put odds and ends in that folder that I find interesting. One of the best ways to get material is to read all of the PPA papers I get. There are always great articles, some of which I can steal – I mean **borrow** (making sure to give proper credit)! I also make sure to read our APWU national magazine and also check the APWU website for more up-to-date items. Many states have websites also.

One of the best sources of material comes from our own PPA website. It is

loaded with great content. Labor history, graphics, cartoons, fillers, profiles – if you have space to fill here is the place to go.

Sometimes you might be lucky enough to find a person or even a few who would like to contribute to the paper. Legislative news, sports, movie/book/music reviews, recipes, jokes or at the least, notices concerning your members; e.g. illness, surgeries, sympathy on the loss of family, births, anniversaries, retirements. Things such as these may be the only time a member will have their name in the paper. They deserve to be recognized.

I have found that one of the best ways to get started is to just sit down in front of the computer and type! Sounds simple but many times I think and think about what to write and can't come up with a thing. But once I am faced with the blank screen and start typing it seems that things will surface that I can put together. Thank goodness for the computer – sitting with a blank screen is so much better than writing with pen and paper! I better end this now as I am showing my age...pen and paper...what?

Editors: Plan now for 2019 awards program

Editors should plan now for entering the 2019 PPA Awards Program by being on the lookout for potential material to enter from their publications in next year's event.

In 2017, first place and honorable mention awards were presented in 14 categories including: editorial, news story, feature story, headline, cartoon, photograph, community service, creative writing, non-postal labor story, new editor, three overall excellence and website.

Although the program has yet to be developed for the 2019 awards, it is expected that the award categories will be relatively the same as 2017.



Originally called the Biennial Award of Merit Program, it was established at the August 1967 conference in Cleveland, Ohio. The purpose of instituting an awards program was to recognize Association editors for outstanding work in editing, publishing and writing. The first awards were presented at the 1968 conference in Minneapolis, Minnesota. Over the years, the awards program has been modified several times to reflect changes in technology and production methods.

Awards Program rules and entry forms will be mailed to editors in early 2019.

Preparing for Election Day: November 6

Continued from page 1

“Surveys conducted after elections offer some interesting facts about the influence that communication had on the elections. Union communications to members and their families made a difference in the election – not only in how they voted, but also, in many cases, with the outcome of the election. **Local union communications were particularly effective and had the highest degree of credibility with the membership.**

“As a result of surveys and polls among union members, it was also discovered that when it comes to politics, members want information, not orders from their unions. They want to know about issues – not partisan agendas. Following are guidelines based on union members’ views to keep in mind when communicating political information:

“Issues come first, candidates and parties second. From the members’ perspective, political information should be based on issues. Working to elect pro-worker candidates is a legitimate union activity, but only as a means to win on important issues – not as an end in itself.

“Members are distrustful of information that comes from politicians, and are even skeptical of much they see in the mass media – so they are looking for independent sources of information. Communications with members, therefore, should emphasize the union’s independent perspective and respect workers’ general skepticism. Union publications should feel like *Consumer Reports* for working people, providing an objective and independent view on important employment and economic issues. Most members already believe their unions generally provide accurate and truthful information – a significant accomplishment amid today’s cynicism.

“Members want information, not voting instructions. Information is what most members want from their union. Members say they do not want to be told for whom to vote. Often they perceive endorsements as ‘instructions’ on how to vote, to which they react with indifference or even resentment. Some also suspect that endorsements are

driven more by unions’ institutional interests than by what is best for members.

“Before members will respect endorsements, they need to see what lead to them – such as issue positions and voting records. **Members prefer information from the union that shows the positions of both candidates on key issues.**

“If solid information is provided, most members do not object to the union also making a formal candidate endorsement. But recommendations or suggestions – indicating respect for members’ intelligence and good judgment – are received better than

“People who do not feel they know much about the issues in a campaign, or where the candidates stand, are reluctant to walk into a voting booth.”

what members perceive as commands. The first choice of many members is to have the union evaluate candidates, provide information and leave it to the individual to make the final call.

“Present information credibly and objectively to overcome members’ distrust of politics. Members trust their union more than many other sources, but they are extremely skeptical regarding anything dealing with politics. Therefore, it is important that information is credible – with information sources cited, for example, and without unbelievable claims about how good (or bad) candidates may be.

“Members’ favorite union political materials are voter guides that evaluate candidates for an office. Side-by-side comparisons of the candidates and their positions and records on key issues allow members to make direct comparisons, which are very helpful in decision-making. Such pieces also suggest the union actually evaluated the candidates, and didn’t simply make a partisan choice.

“Downplay partisan rhetoric and stress the union’s role as an independent voice for working people. Members don’t want their union drawn into the excessive partisanship that Americans generally consider the downfall of our country’s political system. Political communications should be based on issues, not on parties. Members recognize that unions may endorse Demo-

crats more often than Republicans, but want reassurance the union’s support is a result of a candidate’s commitment to workers and their families rather than a reflection of a pro-Democratic bias.

“Members want unions to represent their interests as workers, addressing issues that directly affect them on the job and by advancing a populist economic agenda. Labor’s issue agenda should focus primarily on work-related and economic issues – the areas where members feel unions have clear understanding. Members trust the union to represent their interests on matters directly relating to their jobs.

“Most members are also comfortable with the idea of unions representing their economic

interests beyond the workplace. Members generally consider such issues as Social Security, Medicare, the minimum wage and tax fairness to be ‘pocketbook’ concerns within the proper sphere of union involvement. Members see that large corporations and the wealthy have hugely disproportionate political influence, and believe that unions’ counterweight on economic matters benefit working families.

“Information is a key to increasing participation. Members strongly support union efforts to encourage them to vote on Election Day. Regardless of party, they feel this is an important and legitimate union activity.

“Traditionally, mobilization is thought of as a fundamentally different activity than persuading members to support particular candidates. Research suggests, however, that the most important barrier to participation is members’ low level of knowledge. People who do not feel they know much about the issues in a campaign, or where the candidates stand, are reluctant to walk into a voting booth.

“Consequently, 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.”

Where's that \$4,000 raise the GOP promised workers?

By Leo Gerard, President
United Steelworkers Union

When Republicans in Congress passed a big, fat tax break bill last December, they insisted it meant American workers would be singing "Happy Days Are Here Again" all the way to the bank.

The payoff from the tax cut would be raises totaling \$4,000 to \$9,000 the President's Council of Economic Advisers assured workers.

But something bad happened to workers

42 percent from the first quarter in 2017.

The New York Times story about this record breaker described the phenomena this way: "Companies buy back their shares when they believe they have nothing better to do with their money than to return capital to shareholders." So despite promises from the GOP and the President's Council of Economic Advisers, corporations believed further enriching their own executives and shareholders was a much better way to use the money than increasing workers' wages –

"Most of the money went to stock buybacks, which enrich corporate executives and wealthy stockholders because they have the effect of raising stock values."

on their way to the repository. They never got that money.

In fact, their real wages declined because of higher inflation. At the same time, the amount workers had to pay in interest on loans for cars and credit cards increased. And, to top it off, Republicans threatened to make workers' pay for the tax break with cuts to Social Security, Medicare and Medicaid.

So now, workers across America are wondering, "Where's that raise?" It's nowhere to be found.

The U.S. Bureau of Labor Statistics reported that wages for production and nonsupervisory workers decreased by 0.1 percent from May 2017 to May 2018 when inflation is factored in. The compensation for all workers together, including supervisors, rose an underwhelming 0.1 percent from April 2018 to May 2018.

That's not what congressional Republicans promised workers. They said corporations, which got the biggest, fattest tax cuts of all, would use that extra money to increase wages.

Some workers got one-time bonuses and an even smaller number received raises. But not many. The group, Americans for Tax Fairness estimates it's 4.3 percent of all U.S. workers.

Most of the money went to stock buybacks, which enrich corporate executives and wealthy stockholders because they have the effect of raising stock values. Corporations set an all-time record for buybacks in the first quarter of this year. They bought \$178 billion of their own shares, up by more than

wages that have been stagnant for decades.

From 1945 until 1982, worker pay rose in tandem with productivity. At that time, buybacks were rare, primarily because they were deemed a forbidden manipulation of stock prices. In 1981, S&P 500 companies spent about 2 percent of profits on buybacks.

But after 1982, when the Reagan administration legalized stock buybacks, the connection between wages and productivity ended as corporate executives focused all of their efforts on increasing share value. Last year, the S&P 500 companies spent 50 percent of profits on buybacks and 41 percent on dividends to stockholders. That left a pittance – 9 percent. Corporations socked away some or all of that in overseas tax havens. Their workers, whose labor produced that profit, got virtually nothing.

CEOs' self-centered focus on stock buybacks is a big part of the reason Republicans' promised raise is illusory. But it's not just the raise. The tax cut it is a sham.

Workers can be excused for not noticing that big, fat tax cut in their paychecks. Those who earn less than \$25,000 a year, that is those in the lowest fifth of income brackets, will get a tax cut this year totaling \$60. That's just about a dollar a week.

For those in the middle-income quintile earning between \$49,000 and \$86,000 a year, the average tax cut is \$900. That's \$17 a week – the cost of a large pizza and a Coke. Hardly earth-shattering.

By contrast, the top 1 percent of taxpayers, those with incomes above \$733,000 a

year, will get a tax cut averaging \$51,000. That's \$980 a week. So every week this year, Uncle Sam will hand the nation's richest a tax benefit that is \$80 more than the entire amount that the middle-income worker will get in a year.

Workers across America are wondering, "Where's that big, beautiful tax break?"

While they're searching, workers will have to pay more for cars and homes and credit card debt. That's because the Federal Reserve increased the cost of borrowing and promised two more hikes before year's end.

Fed officials said they did it because the tax break and additional federal spending have heated up the economy. It's hot for corporations, alright, but not for workers.

And the real cost to workers hasn't yet hit. The GOP's tax cut will add \$1 trillion to the national debt. Even before passing the tax cut legislation, Republican leaders like Speaker of the House Paul Ryan began saying that workers would have to pay those costs in the form of cuts to cherished safety net programs – that is, Social Security, Medicare and Medicaid.

And they're not kidding. They already tried to slash funding for food stamps, the program that feeds the poor.

And now, incredibly, Republicans are planning a second round of tax cuts. They say they want to make that \$17 a week tax break for the middle class permanent. As it is now, that tax cut disappears in 2025, while the massive break Republicans gave corporations is permanent. In addition, Republicans want to slash the capital gains tax. This, again, is a tax cut for the rich.

Now, it's not as if workers haven't benefited at all under the current administration. Jared Bernstein, a senior fellow at the Center for Budget and Policy Priorities and former chief economic adviser to Vice President Joe Biden, estimates that the real hourly pay of middle-class workers has risen 0.4 percent over the past 18 months of Republican control of Congress and the White House.

At that rate, Bernstein figures, it will take 28 years for a worker to get that promised \$4,000 pay bump.

So before Republicans start trying to reward rich people again for being rich, they need to answer one question:

Where's that \$4,000 pay raise promised to the middle class?

Americans believe in unions

A majority of people view the role of unions as a good thing says new research from Pew and that's good for working families everywhere. . . .

. . . According to the Pew survey, 55 percent of Americans have a favorable impression of unions and 51 percent say the reduction in representation, "has been mostly bad for working people in the U.S.," compared to only 35 percent who say it's been "mostly good."

While views of unions have fluctuated somewhat over the last 20 years, they have become more positive than they were during the Great Recession, a period of low support, Pew reported. A poll by Gallup, conducted in August 2017, found that 61 percent of those surveyed supported unions, the highest since 2003.

The pro-union majority in the Pew survey is comprised primarily of Democratic-leaning individuals, people of color and young people. Almost 70 percent of those on the left side of the political spectrum view the shrinking of labor unions negatively, along with 65 percent of black people and post-graduates and 56 percent of people under 30 – the only age group with a majority.

That young people tend to support unions was shown in another study by the Economic Policy Institute released in January. That report found that 76 percent of the increase in union membership in 2017 came from people under 35.

This majority union support may be due to the increasing amount of evidence that shows how unions act as a counterbalance on income equality.

A recent study by researchers from Princeton and Columbia analyzed how union membership rates related to the income gap. What they found suggested that, when unions are strong, the gap shrinks and working families do better.

At labor's peak, more than 30 percent of working people had union representation. This was back in the 1950s, when the income gap between the richest 1 percent and the rest of the country was far less cavernous than it is today. In 2017, only 11 percent of Americans could claim union membership.

As Mike Konczal writes in *The Nation*, "If we want to change whom our economy works for, we must change who gets to exercise power. And this paper makes it clear: There is power in a union." . . .

— IBEW.org

Inflated promises, blatant lies

Working people are continuing to grapple with the economic consequences of a haphazardly written and recklessly passed tax law. Yet the law's backers have continually pushed inflated promises and blatant lies:

- "I would expect to see an immediate jump in wage growth."

— Kevin Hassett, chair of the White House Council of Economic Advisers

- "The average American family would get a \$4,000 raise under the President's tax cut plan."

— Sarah Huckabee Sanders, White House press secretary

- "Most American workers will begin to see bigger paychecks. We estimate that 90 percent of wage earners will experience an increase in their take home pay."

— Steven Mnuchin, secretary of the treasury

- "Tax reform is working. Workers are coming home and telling their families they got a bonus, or they got a raise, or they got better benefits."

— Paul Ryan, speaker of the House

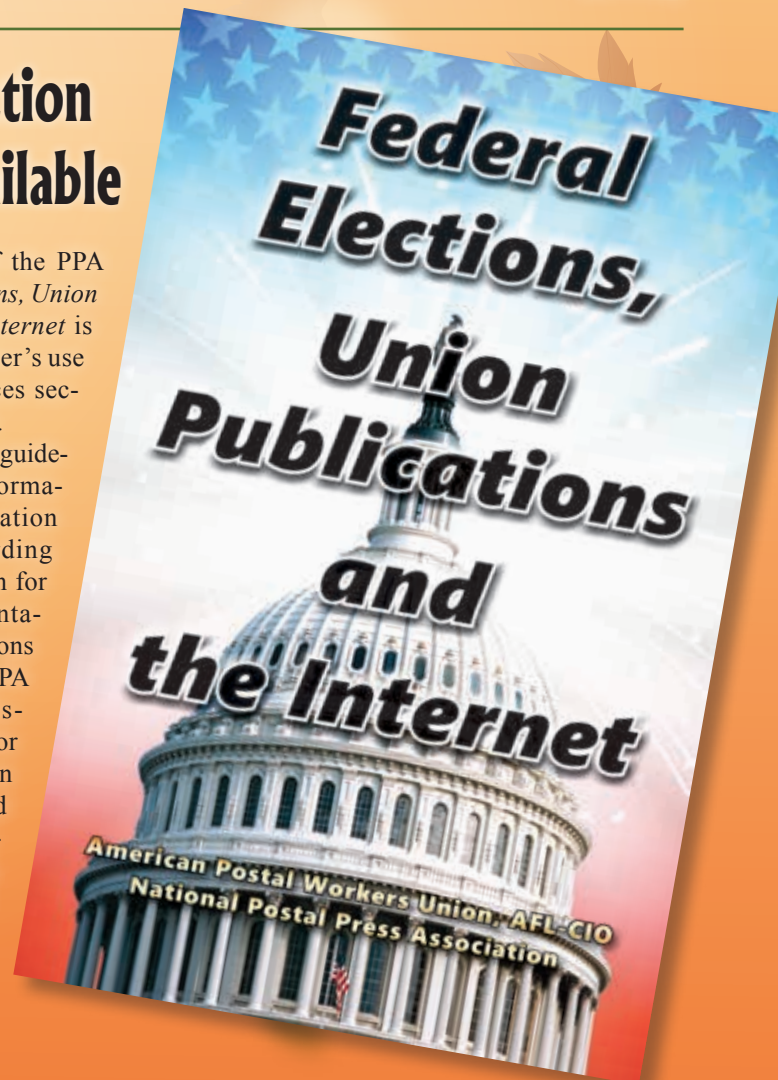
The truth is that corporations are pocketing billions in tax cuts, while most working people aren't seeing a cent. And while corporate politicians promised higher wages and more bonuses, working people have again been left empty-handed as hourly wages drop year over year.

— *The Labor Wire*, AFL-CIO

Federal election booklet available

The 2018 edition of the PPA booklet, *Federal Elections, Union Publications and the Internet* is available for PPA member's use in the Member Resources section of the PPA website.

This booklet contains guidelines for including information in a union publication and the Internet regarding the November 6 election for congressional representatives along with regulations pertaining to APWU COPA solicitations. Also discussed are techniques for generating participation by union members and their families on Election Day. PPA members are urged to download this booklet, use it as a reference (and share it with other officers).



Welcome: editors, contributors, newsletters

By Edward J. Brennan,
Secretary-Treasurer

With most conventions and elections concluded for this year we are finding ourselves with new editors, officers and publications. We welcome one and all to the world of postal union communications. We hope that all of you continue or become a member of the APWU National postal Press Association. The PPA has been serving postal union communicators of the United Federation of Postal Clerks (UFPC) and APWU for over 50 years, providing communications education and assistance.

The main PPA educational event (Biennial PPA Conference) is held every two years with classes conducted by President Carobine, union attorneys, and specially handpicked labor educators with each one the best available trainer in their respective labor communications field. Every editor and all other officers should attend this conference. The 2019 conference will be held on July 31 – August 3.

On the subject of PPA membership, I occasionally get calls from individuals who

say they didn't receive a notice about payment of PPA dues. I assure them that each year multiple dues notices are sent to members. For whatever reason, the dues notice doesn't always make its way to the PPA member.

The other problem is members assuming their organization sent in the dues payment when that is not always the case. This glitch can be avoided by checking with the local or state organization to make sure the dues were paid. Also, upon receipt of dues, the member is sent an acknowledgement letter. If ever needed, additional membership applications are available on the PPA

website at www.apwupostalpress.org or by calling my office at 636-947-6106.

Please remember that members of the PPA have assistance readily available whenever needed. A call to President Carobine at 906-774-9599 will get you help with problems regarding your duties as a communicator.

Thank you one and all for being a part of the APWU National Postal Press Association communications network. Local and state APWU organizations with publications on the PPA postal highway ride the path of a good and well-informed membership. Thanks for belonging!

CEO pay soars to 361 times that of the average worker

www.PayWatch.org

Average CEO pay for major U.S. companies has risen more than 6%, as income inequality and outsourcing of good-paying American jobs have increased. According to the new AFL-CIO Executive Paywatch, the average CEO of an S&P 500 Index company made \$13.94 million in 2017 – 361 times more money than the average rank-and-file worker.

The **Executive Paywatch website**, the most comprehensive searchable online database tracking CEO pay, showed that in 2017, the average production and non-supervisory worker earned some \$38,613 per year. When adjusted for inflation, the average wage has remained stagnant for more than 50 years.

"This year's report provides further proof of America's income inequality crisis," said AFL-CIO Secretary-Treasurer Liz Shuler. "Too many working people are struggling to get by, to afford the basics, to save for college, to retire with dignity, while CEOs are paying themselves more and more. Our economy works best when consumers have money to spend. That means raising wages for workers and rein in out-of-control executive pay."

For the first time, companies must disclose the ratio of their own CEO's pay to the pay of the company's median employee.

The AFL-CIO's newly updated Executive Paywatch website now includes company-specific pay ratio data and median worker pay, in addition to CEO pay levels. Pay ratio disclosure provides important information about companies' compensation strategies and allows shareholders to determine whether CEO pay is out of balance in comparison to what a company pays its workers.

Mondelēz International continues to represent one of the most egregious examples of CEO-to-worker pay inequality. The company, which makes Nabisco products, including Oreos, Chips Ahoy and Ritz Crackers, is leading the race to the bottom and continuing to embrace inequality. In its SEC disclosure, Mondelēz lists former CEO Irene Rosenfeld who received \$17.3 million in 2017, 403 times its median employee's pay. Mondelēz also had a new CEO start in 2017. Dirk Van de Put made more than \$42.4 million in total compensation in 2017 – more than 989 times the company's median employee pay.

The toy-maker Mattel had the highest pay ratio of any S&P 500 company. Mattel's median employee is a manufacturing worker in Malaysia who made \$6,271, resulting in a CEO-to-employee pay ratio of 4,987:1. Warren Buffett's company Berkshire Hathaway Inc. had the lowest pay ratio of all S&P 500 companies, just 2:1.



Attend the 2019 Biennial PPA Conference!

**Thursday, August 1 – Saturday, August 3
(Pre-conference session Wednesday, July 31)**

**The Meadows Events & Conference Center
at Prairie Meadows Hotel, Racetrack & Casino
Altoona, Iowa**

A guestroom rate of \$129.00 per day for king or double queen occupancy will be in effect throughout the conference, in addition to three days before and three days after the actual meeting dates. Current tax rate is 12%. Prairie Meadows will provide free shuttle service from Des Moines International Airport, complimentary Internet access and no charge for parking a vehicle. To make room reservations, please visit their website, www.prairiemeadows.com using group code **07292019APW** or call **1-800-325-9015**.

This intensive four-day event will help you and your organization:

- Better inform and educate members and their families.
- Create a communications system that will stimulate membership participation and build a stronger union.
 - Conquer the challenges of public speaking.
- Learn how to establish a working relationship with the media & methods for generating public support.
 - Develop highly effective internal & external communication strategies.
 - Map out ideas for developing an editorial policy.
 - Explore the subject of social media and how it can complement a print publication.
- Avoid costly lawsuits by studying the subjects of libel, copyright and internal union elections.
- Infuse the union's publication with style and personality so members will read every issue.
 - Harness the tools for conducting interviews that get noticed.
- Become skilled at writing news stories, eye-catching headlines and high-interest feature stories.
 - Discover how labor history can be used to improve union involvement.
 - Master techniques for reporting on issues affecting the membership.
 - Inspire union loyalty through the art of photojournalism.
 - Use communication as a means to stamp out membership apathy.
- Meet others who perform similar work and share experiences, problems and ideas.
 - Get recharged and eager to put dozens of new communication ideas to work!

All of this and much, much more!

Flashback 1971-1972

For many years, member publications of the APWU National Postal Press Association have fulfilled their mission of communicating with their union brothers & sisters through the written word. From contractual rights to the importance of union membership and involvement, these publications have dutifully kept their members informed. In this issue we take a look at 1971 and 1972 featuring a random selection of clips from a few of the hundreds of PPA affiliated local and state publications.

101 Facts, Scranton, Pennsylvania: "In these days of tenseness, unrest and despair, we must unite together to accomplish our aims and goals. The conservative approach, the liberal approach and the radical approach may be 'to hell with the union let's quit - let's drop out.' This method will only give those whom you despise greater freedom and power. The realistic approach is to unite and become more militant and more active in union activities. You must stop to realize that the cause of this unrest, tenseness and despair could be your inactivity."

Kentucky Postal Worker, Kentucky APWU: "The aim of the Kentucky Postal Workers is to train and educate postal employees so as to be equally or better trained to police the agreement, than management. This puts it all right back to where it has always been: to you the people. Ignorant people can be ruled, if by nothing but fear; informed people have to be dealt with. Take your choice as to which group you want to

belong to."

The Texas Fed, Texas Postal Workers Union: "The question is, are we content that many people should experience poverty, just because it has always been this way? I hope not. No good unionist is indifferent to the plight of his fellow man. Labor unions must concern themselves with the needs of the people; not just card carrying members of their labor organizations."

The Philly Sentinel, Philadelphia, Pennsylvania: "Since no one is against rights and everyone defends the worker's right to work, the so-called 'Right to Work' law gathers immediate appeal. But, like its predecessor 'The American Plan,' the Right to Work law gives no one the right to work nor does it obtain a job for anyone who is out of work. The Right to work law is a highly organized attack on union security, nothing more than a clever attempt to enlist unsuspecting aid in ruining unions."

Colorado Federationist, Colorado Federation: "It is imperative that as union members we must fight harder now than ever before. We must all be heard from and we must let our union leadership know what is expected from them. Our common goal is the same and if we are to achieve this goal, we must display a strength that we have never before exhibited. We must make every effort to attend meetings, keep informed and, if we feel that change should be made,

go through the necessary and proper channels for these changes."

Oklahoma Fed, Oklahoma Federation: "My father was one who lost his job in the railroad strikes of the 20's and never went back until the war. In this interval, he lost our home and went from job to job. To his credit, he believed in unions and the movement with unwavering devotion during these years. I can't help but believe a few of my editorials over the last twenty years have reflected the great beliefs he sacrificed so much for. He

knew the cost of a weak union and he instilled the thought that stronger unions are a necessity for the rank and file worker. Never, in our family life was there a waver in this thought. If I'm not a little bit more than just a 'dues payer' then I'm not worthy of the memory of the finest man I ever knew."

Seattle APWU News: "Let's start communicating! We hear a great deal about the lack of communication. A strange observation at a time in history when our daily vocabulary includes: astronaut, via satellite, international cables; a sad complaint in an era when advance technology makes it possible to observe moon-bases spacemen on live television. The failure to communicate is not always in the sophisticated area of electronics - it is based on the human level. People have ceased communicating but they haven't stopped talking. Communication is a two-way street: speak, inform listen, hear."

