



CONGRATULATIONS PRESIDENT OBAMA!!!

In the most historical election of our lifetime, Senator Barack Obama defeated Senator John McCain to become our 44th President! See more election coverage on page 6

Thanksgiving Turkey Giveaway!



The Western New York Area Local is proud to hold our Annual Thanksgiving Turkey Giveaway. The winners listed below were drawn at random. If you are a winner, you must attend the November 15, 2008 membership meeting to claim your turkey. Any turkeys unclaimed at the end of the meeting will be raffled off and only those members present at the meeting will be qualified to enter. Congratulations to all of our winners!!!

Wende Kennis – North Tonawanda

Laura Dellavale – Clarence

Paul Hughes – Gowanda

Constance Paduano – East Aurora

Rose Marie Schmidtke – Niagara Falls

Marilyn Firkel – Olean

Roger Grissett – Grand Island

Diane Shain – Silver Creek

Tina Brown – Darien Center

David Arrigo - Springville

**American Postal Workers
Union AFL-CIO
WNY Area Local #183**
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Grand Island - Roger Grissett 716-773-5355
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Tim Northem 716-681-5396

Maintenance Craft

Lori Ennis 716-681-5396

Lockport - Michelle Kwoka 716-434-2288

Tim Goodrich - Alternate

Mayville - Jane Williams 716-753-2921

Niagara Falls - Angelo Otero 716-297-1820

North Collins - Pam Maurer 716-337-3014

N. Tonawanda - Ron Carrick 716-695-2458

Tonawanda - Karen Williams 716-693-4560

Frank Cassasante - Alternate



From The President

Timothy Northem

The election is over, but the work has just begun. Whether you voted for Obama or McCain, the issues our newly elected President face have, and will continue to have, a profound effect on all of us. The Western New York local will continue to provide the

support necessary to our elected officials both nationally and locally. We will continue to seek support and help from our members on those issues that affect our employment and working conditions. A special thanks to those of you who were actively involved in recent legislative issues and local campaigns during this election. We must now hold those elected officials, who we helped get elected, to their commitment to faithfully represent working class issues.

Our Local also completed its election of officers in accordance with our constitution. I would like to extend a special thank you to Lori, Michelle, Brian, Jim, Cindy, Angelo, and Kathy for once again making the commitment to this local. I would like to welcome and extend my gratitude to Nancy Owens for making the same commitment and becoming our newest member of the Executive Board. I could not ask for a more dedicated group of people to work with. The progress we have made is a direct result of your insight and support. Thank you, I look forward to continuing our work together. If there is any other member interested in joining the Executive Board as a Trustee, please let me know. We have one vacant position remaining.

This next Membership Meeting is our last meeting before our Christmas recess. As you see from this newsletter, we have once again randomly selected 10 members as winners of a Thanksgiving Turkey. Any of these turkeys not claimed at the meeting will be raffled (free) to those in attendance. This is in addition to the \$50.00 gift card raffled at each meeting. I am looking forward to seeing you at this meeting.

We currently have scheduled Union Steward Training for late November. If you are interested in becoming a Union Steward, please contact me for additional information. If your office does not currently have a certified steward, please contact either Lori or myself with any questions or concerns.

(continued page 8)



From The Vice President



Lori Ennis

We are all in this together – a phrase that takes new meaning within the Union lately. I think we got lazy over the years, took the Union for granted and didn't appreciate all of the benefits we've reaped from negotiations of the past. We saw everything as a given and for a long time, when the Service was thriving, everything seemed to be a given. Sections of the contract that were there almost in theory only are now coming into the forefront in ways that we have never seen before. We seem to be fighting just to preserve what we already have, a feeling that in some ways is new to us and yet, the reality is, we have always fought for our rights. Why does it feel different now? Management is pulling out all of the stops and walking all over the contract every chance they get. Are they desperate? Of course and in desperate times, people do stupid things to compensate. I know you've never heard me call management stupid before but in this case I will make an exception. Management is being stupid – stupid in their cutback of clerk hours when work clearly exists, stupid in the way they make up for clerk hours cut by performing the work themselves, stupid in the method they use for the realignment of routes to save time and money by cutting carriers and mainly stupid in believing they can throw out all of this "propaganda", a word I that a manager had used to describe information distributed by Tim and I, about the Service's dire money issues and how the ONLY way to fix it is to cut hours within the crafts and the need for everyone to "work more efficiently". If they are exploring any other avenues for savings, we are unaware because all we ever hear is "cut the hours", "no more overtime without approval" and "split the FTR employees with 2 hour lunches and split N/S days as well".

Anyway, before I go on a completely different tangent, let's get back on point. What I am trying to convey is that your representatives, stewards and officers both, are working against management on many different issues every day and in far more offices

than before. This is not an easy fight and we do not always win. But, what every member needs to know is that regardless of how strong our arguments are, sometimes management will admit to us that they know they are violating the contract but have no other choice and they continue the violations. And in situations where the language is crystal clear, management still says to us "that's your opinion", meaning that ultimately they are going to do what they are being told to do. None of them can think on their own, make decisions and carry them out without approval from someone else. Supervisors are constantly denying Step 1 grievances because, honestly, they are afraid to sustain them. Postmasters are telling us that they will get back to us on issues because they need to seek "guidance" from above. Sugarcoat it all you want, they are afraid to make the decision and pay the price for it later. This is what we are up against every day.

(continued on page 4)

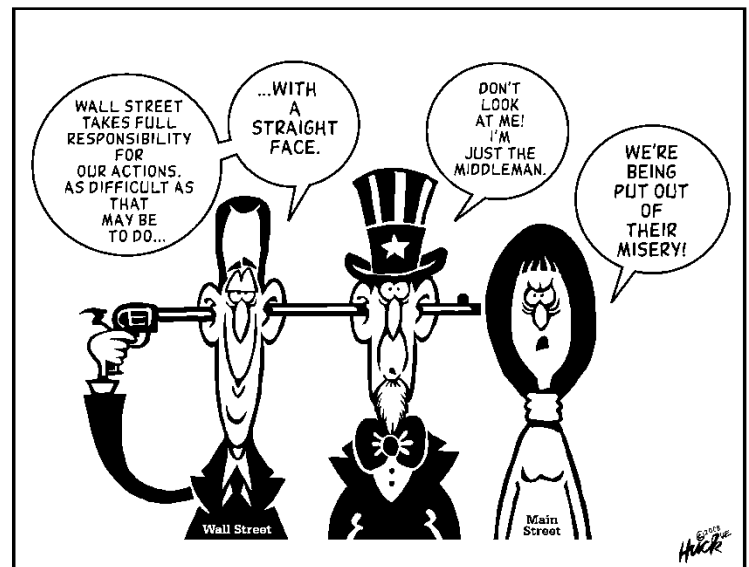
Upcoming Membership Meetings

November 15, 2008

January 17, 2009

February 21, 2009

General Membership Meetings begin at 7pm





Thank You to all of our Local's COPA contributors. The Presidential election may be over, but when it comes to Political Action, there is ALWAYS work to do

Please continue to contribute to COPA

Lori Ennis	Cindy Orlando
Colleen Giordano	Angelo Otero
Jean Hoefer	Donna Rausch
Lynn Karp	Bob Romanowski
Kathy Kern	Rodney Rowles
Michelle Kwoka	Mike Rudz
Brian Lewis	Jim Snyder
Mark Linderman	Mark Weidner
Judy Murtha	Karen Williams
Bob Nikiel	
Tim Northem	

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Vice President's Report (continued from page 3)

The grievance procedure is what we have and what we use, but if we do not have the support of our members, the procedure itself is all we have. Language is language and arguments are arguments but what we need, what makes us stronger and a true force to be reckoned with, is our commitment to the Union. It is in times like these that I feel, our members may not always see everything that goes into our

representation. A lot of things are done behind the scenes to fight the battles and because we are not always on the workroom floor stomping out feet at management, I think some members believe we are not doing all that we can to represent them. What we all need to remember is that by showing our frustration daily in "tantrums" only gives management more ambition to try and break us. If we look like we are coming apart at the seams, we probably are and I don't believe that is what this area needs. Undoubtedly, management in WNY is pushing back on everything we do. They do not like to be challenged and they really hate to be told they are wrong, certain managers more than others. The approach we have taken is to have an abundance of supporting documents to make our case rather than throwing the contract in their face and screaming at them, shouting out article #'s with nothing to back it up. We have been far more successful with the documentation approach and it seems to make them even more upset when it's on paper. That's just an added bonus! The biggest fear, especially by PTF's, is retaliation by management. Do they retaliate? Sometimes, but that just gets them into more hot water. If the schedule or your clock rings show that you work 6 hours a day or say 25 hours a week and it's been consistent for the past who knows how long and then suddenly, after you contact us and give us documentation to support a grievance, you are now scheduled 2 hours a day or 10 hours a week and other PTF hours are through the roof, that is clearly retaliation and we will help you to initiate action for that circumstance too. We cannot let fear stop us from doing the right thing. The more we ALL step up and put our name on those violation forms, the stronger a Union we become. Far too often, we allow one or two members in an office to Step Up and when those members retire or transfer, what will we have left? Probably an office where management decides to have a free for all and a whole lot of frustrated employees unwilling to take over the role of Union supporter. If we don't act in these offices, we will ultimately lose the battle. It is up to all of us to band together, report violations and support each other. We are once again enclosing a copy of the form we use within the Local to report violations within our offices. Please copy these forms, use as needed and remember; we need to file those grievances within 14 days of the violation so timeliness is critical.

Vice President's Report (continued)

In other areas of concern, we see management crossing the line yet again to get what they want. They try to circumvent the contract in ways that are not only ridiculous, but probably cost them more in the long run than just doing it the right way the first time. A couple things to watch out for - small offices are trying desperately to cut hours. This is no secret to any of us. Recently, we have seen management approaching PTF's with "concern" for their position. They are stating that the PTF job may be eliminated and the PTF should apply for transfer to other offices to ensure that they have a job. Thank you to the PTF who brought this to our attention; as it turns out management was successful with this tactic in another part of the state. But due to the diligence of this member, management in this area was called on the action immediately and the backpedaling began. Management threw out every excuse and "explanation" that they had to justify what they did - all garbage as far as I am concerned. This would clearly have been an Article 12 issue if management truly needed to eliminate that PTF or FTR job. It is management's responsibility to follow that Article to the letter and cause the least inconvenience to the member(s) affected. So next time there is chatter on the workroom floor about jobs being eliminated, get on the phone and let us know. Tm and I are prepared to investigate and represent the issues as they arise.

Still on the subject of cutting hours and saving money, management seems relentless in how far they will go and how boldly they do it. In many small offices, Postmasters can do a limited amount of bargaining unit work each day. The amount of work should be established by their actual work history. In recent cases in the area, managers are cutting the PTF hours by anywhere from 1 - 3 each day, window and distribution, and performing these duties themselves. Some of you may be familiar with the DAS and GARRETT awards which pertain to this issue, violations of Article 1.6.B. Both awards focus on the shift of work from the craft to management. To put into perspective how desperate management is, even with two strong arbitration cases in our favor, they are still insistent that they can justify their actions due to the recent "financial crisis" the Service is in. Personally, I feel they get paid the big bucks to fix their problems and they should be fixing them, but we will not allow them to toss out

precedent setting arbitrations and solid contract language to do it. This crisis did not happen overnight and the scrambling and desperation to find a quick fix is never going to work. They may actually have to strategize and plan for an uncertain future to find the answers they are looking for. Simply put, they may have to earn the big bucks now, but not at the expense of our crafts or any crafts for that matter. Again, in these situations we are not in every office and we do not always see the violations happening. We need you to tell us what is going on - call us, e-mail us and try to get to a meeting and share the issue with the Local. In times like this, we really need the support more than ever. We are here for you - please help us get this issue under control.

As always, I remain yours in Union solidarity.

**An Important Date In
Women's History....****November 19, 1903**

Women's Trade Union League formed to educate women about the advantages of union membership, to support women's demands for better working conditions and to raise awareness about exploitation of women workers.



President's Report (continued from page 2)

As for the grievance activity in this local, I can honestly say that I believe the issues and response is at an all-time high right now. Lori and I are busier now than I believe we have ever been. Please do not be afraid or intimidated to notify either of us with any issues in your office. The most common issues Lori and I are currently seeing include: a rash of disciplinary issues, supervisors/postmasters performing bargaining unit work, management reducing employee work hours and increasing their own craft work, employees working beyond 12 hours, management not following the OTDL, management shifting the bargaining work they perform at the expense of employees, Rural Carriers being used to perform clerk craft work, and vacant or reverted duty assignments. If a Full-Time employee vacates their position for any reason, you should notify either Lori or me.

The Christmas season is fast approaching. And with the drastic staffing cuts we have seen in many of our offices, I expect the work demands on many of us will be strenuous. In light of the fact that many of our brothers and sisters have experienced disciplinary action for a wide range of issues, I would strongly suggest each of you take the time to ensure you perform your tasks conscientiously, completely and safely. It doesn't matter how long it takes. If you take the time to ensure you perform your job in a safe manner and in accordance with the Postal Services rules and regulations, it will greatly reduce the chance that you make a mistake or miss something due to haste or because you are doing multiple tasks. Then Lori or I are left with representing some sort of disciplinary action taken against you. And don't think your safe because of how well you get along with your supervisor or postmaster. In most cases, a higher level manager is mandating that disciplinary action be taken against our members. Please keep this in mind as you complete your daily tasks.

As my next report will not be until January, I would like to extend a holiday greeting to each of you and your family. Please take a moment to remember our fellow brothers and sisters serving overseas this year. May they be kept safe.



**Together, we
CAN make a
difference!**

More of the Same

By: Brother Jim Snyder

Recently many clerks have received notices of reposting of their jobs due to operational needs. Now isn't that special?! Manipulation of the National Agreement has been around since before the ink dried on the first agreement. Recently, the Service has been mutating further than previously thought possible. Seniority, "remember, that is when priority is given due to length of service" has eroded away. Management's new manipulation on this is; its management's right to assign. That is Postal Speak for refusing to respect our time, dedication and efforts. Sadly, many of our present Postal managers actually enjoy, or could care less, about the effect this has on us. The inept, infantile inequities observed are becoming commonplace. Downsizing and consolidation is giving Napoleonic type Postal management reason to disrupt as many clerks' lives as possible. There is a way to fight back.

Well, fellow Union Brothers and sisters, **NOW** is the time to get involved and file **EVERY** grievance, **EVERY** time. Today it is about re-establishing in this restructuring company, the respect we deserve, have earned and will take back. Step up and become Stewards in your office. Write grievances and fight to take our work back. Observe, document, and grieve for justice, grieve for dignity, grieve for our futures. Do not believe anything said by Postal management because they always distort facts far from the truth. Their spin on anything approaches mythical proportions. So don't get upset or sad, channel those emotions into action. Grieve it. Grieve it. Grieve it. If we do take this action, we will preserve our jobs and dignity as human beings instead of company pawns in their game of deceit, duplicity, and deception.

Yours in Solidarity



APWU Health Plan

New Benefits for 2009

Open Season is November 10 through December 8, 2008



For 2009, you'll receive new benefits as well as low costs when you enroll in the APWU Health Plan Consumer Driven Option and High Option

NEW Hearing Benefit

New for 2009 for both options, we've added benefits for diagnostic hearing tests for hearing aids, and hearing aids are covered every three years up to \$1,500

NEW Maximum for Prescription Drugs

For both the Consumer Driven Option and High Option we've added new savings on prescription drugs beginning in 2009:

- There's a new maximum of \$200 per prescription when you use a Network Retail Pharmacy
- When you use the Network Mail Order Pharmacy, the maximum is \$600 per prescription



Check out premium costs for 2009:

Consumer Driven Option	474 - Self Only	475 - Self and Family
APWU Members - Active Postal (biweekly)	\$7.77	\$17.48
Non-APWU Members - Active Postal (biweekly)	\$20.98	\$47.20
Retirees (monthly)	\$84.17	\$189.37
High Option	471 - Self Only	472 - Self and Family
APWU Members - Active Postal (biweekly)	\$26.71	\$60.40
Retirees (monthly)	\$107.18	\$242.34

APWU Health Plan

Live Life Well

Burrus Hails Election Results As Signifying 'The System Has Changed'

APWU Web News Article #104-08, Nov. 5, 2008

"America came together last night, and perhaps has begun a new chapter in the history of our democracy," APWU President William Burrus said during a celebration at union headquarters on Wednesday. "We have turned a page. Leaders in this country can be elected on their merits and not on their politics."

Burrus said that many in the media were telling the wrong story. "Certainly we're pleased that the candidate we supported has won, and we will do all we can to help make his presidency a success, but that was not what last night was all about."

"As you listen to the pundits on the radio or TV, or look at news stories in the papers and on the Internet, you should realize that many are getting the story line wrong," he told union officers and staff. "Too many news reports are focusing on the historical significance of an African American being elected to the nation's highest office ... As momentous an achievement as that is, that is not what this election was all about."

"Barack Obama did not run as an African American candidate. He did not ask for votes as an African-American candidate," Burrus said. "That's not what last night was all about or what today's story should be all about."



"Color didn't matter. He did not get elected because he was black, he got elected because he talked about the issues. ... This is a new day in American politics."

APWU President William Burrus

"Many issues are bigger than skin color — global warming, the threat of a serious recession or depression — these are far more important than the color of Barack Obama's skin."

The story line the day after this historic election, the union president said, is that the

American political system has changed. "Sixty million Americans said, 'Not this time: We're not going to elect a candidate based on lies and distortions.' Yesterday the voters said, 'We're going to vote for an individual based upon what he's going to do for this country.' That is the real story of this election."

"This will carry on into future elections, whether we elected a black president or not, that won't mean much in the future," Burrus said. "It



APWU President William Burrus spoke to APWU headquarters officers and staff during a celebration of Barack Obama's election as U.S. President.

would far surpasses any other achievement if the individual who is elected can be responsible for changes to the system."

The election results symbolized "a rejection of an ideology that rewards those at the top who believe that prosperity will trickle down," Burrus said. "It was a rejection of negative politics. Negative campaigning didn't work. Not this time."

For Obama's opponents, "it was all about distortions and lies, especially in the last few weeks," he said. "Well, it just didn't work in 2008 and now maybe they'll try something else in 2012. Maybe we'll deal with the issues, instead of the accusations — not what church a candidate goes to, but where he stands on the issues, such as wages, taxes, jobs. That was the story yesterday: How we possibly are on the road to changing the entire system."



President – elect Barack Obama

"It didn't work this time," Burrus said. "The McCain campaign went back to the old playbook — in the commercials and the stump speeches they resorted to the time-honored tradition of tearing down an opponent rather than engaging in an honest discussion of the issues. They dug deep into that box of dirty tricks and it didn't work. Not this time. Sixty million Americans said 'not ... this ... time.'"

"You're talking about the future of our planet and the political story is Joe the Plumber, an opportunist from Toledo, Ohio." Long after the man himself and the whole concept behind him had been discredited, "They continued to try to present him as a justification for voting for their candidate."



"But the American public yesterday said, 'No, not this time. We're not going for that this time. We're going to look at the platform of the candidates, we're going to look at what they're going to do about our economy, about healthcare, about the issues that are important.'"

"That's what Obama focused on," Burrus said. "Color didn't matter. He did not get elected because he was black, he got elected because he talked about the issues. ... This is a new day in American politics."

In the midst of the primary season, on April 9, the National Executive Board of the APWU voted unanimously to endorse the man who will now be the nation's 44th president, with Burrus saying that "Sen. Obama's message is one of hope and change. His message is special, and the timing is right."

"His ability to bring new participants into our nation's democratic process," Burrus said after the NEB vote, "to get young people involved, and to persuade ordinary citizens that they have a real stake in politics — is an inspiration."

Burrus echoed these sentiments on Wednesday, nearly seven months after the APWU endorsement. "Too often we sit on the sidelines and do nothing. But Democracy is all about participation. It's not just about paying your taxes, letting someone else take part for you. Democracy only works if those who are governed are helping to govern."

"That's the real story line of yesterday's election. We have all learned a lesson on how important is to take part, to help make change."

"Yesterday's election was a victory for American democracy. The people truly did do the deciding."



APWU Western New York Area Local **2008 Election Committee Report**

In the July 2008 newsletter, Local elections were announced and nominations were solicited from the membership. No nominations were received by the committee prior to the September 2008 regular membership meeting.

Nominations were made from the floor at the September 20, 2008 regular membership meeting and they are as follows:

<u>Office</u>	<u>Nominee</u>	<u>Nominated By</u>	<u>Seconded By</u>
President	Tim Northem	Lori Ennis	Nancy Owen
Vice President	Lori Ennis	Bob Romanowski	Tim Northem
Treasurer	Michelle Kwoka	Jim Snyder	Lori Ennis
Secretary	Brian Lewis	Angelo Otero	Michelle Kwoka
Union Trustee	Jim Snyder	Bob Romanowski	Ron Carrick
Union Trustee	Cindy Orlando	Jim Snyder	Angelo Otero
Union Trustee	Kathy Kern	Lori Ennis	Cindy Orlando
Union Trustee	Angelo Otero	Mary Desmond	Cindy Orlando
Union Trustee	Roger Grissett	Lori Ennis	Cindy Orlando
Union Trustee	Nancy Owen	Lori Ennis	Jim Snyder

All above listed nominees accepted their nomination with the exception of Roger Grissett.

Having only one (1) nominee for each officer/trustee position, no election is needed and therefore the following is the official notification of APWU WNY Area Local Officers for a three(3) year term beginning January 1, 2009. Installation of officers will take place at our Holiday Party scheduled for January 10, 2009.

American Postal Workers Western New York Area Local AFL-CIO

Executive Board January 1, 2009 – December 31, 2011

President – Timothy Northem	Vice President – Lori Ennis
Treasurer – Michelle Kwoka	Secretary – Brian Lewis
Trustee – Kathy Kern	Trustee – Cindy Orlando
Trustee – Angelo Otero	Trustee – Nancy Owen
Trustee – Jim Snyder	Trustee – Vacant

Congratulations to all of our elected officials!

An Invitation To Our Non-Members

The following is a list of All Non APWU members within the WNY Area Local. Non-members exist for several different reasons; the most predominant is that they have never been invited to join us. We would like all of our members to help us by inviting any non-member listed below to join our Local. Please explain to them the benefits of membership, including meetings, holiday and summer parties and of course, the importance of our "above and beyond" approach to representing our members during this tumultuous time in the Postal Service. Any employee who is interested in joining us may do so by contacting either Tim at 716-462-7221 or Lori at 716-807-5633. We will be happy to sign them up and have them start to enjoy the benefits of membership. Thank you to all of our faithful, dues-paying members for your help in promoting the organization of this Local.

Mark Aguzzi – Grand Island Cathy Akers – Niagara Falls Charles Amadori – East Aurora Marianne Barnas – Holland Sue Bax – Niagara Falls Susan Bigler – Fredonia Doris Bliss – Allegany Michael Blough – Olean Jessica Boice – Forestville Yvonne Burgun – Dunkirk Allan Carpenter – Boston Michael Daniels – Tonawanda Merry Dembrow – Akron Kimberly Edel – Allegany Barbara Edgar – Akron Melodie Farwell – Olean Kay Fire – Niagara Falls Sharon Hemphill – Allegany Janice Hipwell – Dunkirk Dennis Houston – Falconer Roger Karre – Tonawanda Theresa Klimek – Sanborn Keith Lee – Tonawanda Mark Lohouse – Orchard Park Michael Magrum – Akron Robin Mark – Medina Elena Martin – Lewiston William McDonald – Mayville Marc Melcher – Tonawanda William Nalbhone – Niagara Falls Michael Neely – Batavia Sharon Niezgoda – Wilson Mark Odebralski – Dunkirk Susan Phillips – Lakeview Lawrence Roll – Arcade Shannon Schelble – Colden Christopher Sheppard – Clarence Neal Shippy – Youngstown Maria Vandermeer – East Aurora John Wiedenhofer – Dunkirk Carol Wielkie – Salamanca Susan Zendarski – Niagara Falls

100% Member Offices

In addition, we would like to take this opportunity to recognize all of the offices within our Local who have obtained 100% membership amongst both Clerk and Maintenance Craft employees. Your commitment and dedication to this Local is the bond that holds us together. We thank you for your support of our Local and look forward to continuing to represent you in the difficult times ahead.

**Alden Alexander Angola Attica Barker Bowmansville Chaffee Clarence Center
Collins Corfu Darien Center Delevan Depew Derby East Amherst Eden Elba
Elma Freedom/Sandusky Gasport Getzville Gowanda Hamburg Irving
Lancaster Lockport Newfane Niagara University North Collins
North Tonawanda Oakfield Ransomville Silver Creek South Dayton South Wales
Springville Stafford West Falls West Valley Boliver Cuba Little Valley
Saint Bonaventure Westfield**

Jessica Jacobs
-Salamanca

Edward Chadwick
- Salamanca

Catherine Wasmund
- Clarence



Congratulations On Your Retirement!!!

Barb Baran – Lockport
Stephen Kossuth - Akron
Alan McGrath – Getzville



The WNY Area Local wishes to extend our sincere sympathy to:

John McCune - retiree member - on the loss of both of his parents - his mother in the spring and his father just recently

Pat Esford - Niagara Falls member - on the recent loss of his father

Our thoughts and prayers will remain with you throughout this difficult time



What Do You Think?

What would you like to see in the next issue?
What is going on in your office...retirements, marriages, new baby, off to college, sympathies...please let us know so we can keep everyone informed!! All correspondence can be e-mailed to: lennisapwu@yahoo.com or mailed to:

Lori Ennis, Editor
The Voice of Western New York
115 S Main Street
Delevan, New York 14042

We look forward to hearing from you!!



