

Hello Brothers and Sisters!

My name is Charles Smith and I am campaigning to be your Director of Research and Education. The Constitutional responsibility of the position is *“The Research and Education Director shall be responsible for conducting research and administering educational programs at the national, regional, state, area and local levels. Education shall be a mandatory part of the business of the APWU, particularly education in labor history, labor problems, grievance procedure, the objectives and problems of the APWU, its members and their families.”*



It is my belief that this position should be doing much more than is currently being done. I believe strongly that if we make more tools available to our members & stewards that we can build a more active work force. If you have better access I believe you would want to learn as much as you can. The more you know, the more likely it is that you will become active on the work room floor and the more likely you will become a steward or help your stewards. The more you know the less likely you will be calling and emailing stewards and officers to ask questions. The less questions our stewards and officers have to answer daily the more time they can spend doing the grievances and negotiations that are necessary. It's a domino effect that helps everyone. However, for it to work, you need ACCESS. My initial goals are to work with fellow officers throughout the Union to do the following things:

- Catalog all relevant information (training material, MOU's, arbitrations, specific craft information etc...) and place it on the Research and Education Page in a comprehensive and accessible manner. I want you to be able to come to the APWU website and have one place to find 90% of what you may be looking for as opposed to what you have now, which is a very frustrating game of hide and seek. If you go to [www.wapwu.org](http://www.wapwu.org) and click the Stewards Tools link you will see a pretty basic version of what I propose.
- Create Grievance Templates for our more popular grievances. They will show what you should request, how you should use the information requested and a rough draft of how such a grievance should be written.
- Steward Training Webinars.
- Mock Grievance videos to show stewards how Labor/Management interaction should occur.
- Establish a traveling Stewards College to go hand in hand with the Arbitration Training School. I will move schools throughout the States, I will not exclude an area because of personal animus.
- I will research current labor conditions and report to the membership how they affect us. It is very important that you know what challenges we face as Postal Workers.
- I love Labor History and I will certainly share it and continue to research and learn.
- Create a National Level Email Q&A program (I have done this in Washington) that allows members to ask questions through email. I will then get consensus on the answer from other National Officers. I will send that answer to everyone on the email list so that the answer is known throughout the country. The answer will have all relevant hyperlinks and documents to support the answer.

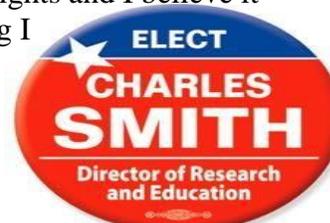
I believe that the APWU needs to work towards a standardized process. Our stewards need to be consistent throughout the country. Our answers to one question should be the same across the nation if possible. I understand each location has specific issues, however for the most part we should all be singing a similar tune.

In a perfect world we would not need to be a “GRIEVANCE MACHINE” however we don't live in a perfect world, as long as we are filing grievances, we need to provide as many tools as possible to make it easier for you to learn. I feel that the easier it is to learn, the easier it will be for us to defend our rights and I believe it would be easier to attract new stewards and retain them. While I have been campaigning I have had a few people ask me “Charles how do you know that the incumbent has not

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tried to do the things you are talking about and just received no support or was told no". The answer is that I do not know. What I know is that most of what I want to do just requires effort on my part so I am not sure why that would be objectionable. I promise to you our members that I will do everything I can to provide information and make it easier for you to learn. If I run up against friction then I will try to work it out with the powers that be, but I will not stop trying and I will not obediently go back to my office. **I intend to serve you.**

### **UPDATE FROM THE CAMPAIGN TRAIL**

The incumbent is stating (publicly) that I am offering false promises and that the director has no control over their webpage. First, I have implemented most of what I am proposing in my own State of Washington, so they are not far-fetched crazy ideas. Secondly, directors do have some control over their pages, there just are some bureaucratic hoops to jump through. I asked the National President if I would have any problems implementing my ideas if elected and his direct quote was "Charles, you know me better than that, **if the membership speaks, the membership speaks**". I suggest that the incumbent is trying to use the bureaucracy of the National Union as a cover for her lack of creativity. Don't buy it! 4 of the 9 largest locals in the APWU have endorsed my candidacy and I am hopeful a couple more will be soon. While the incumbent is likeable, I believe it is fair to say that there has been very little innovation or progress from that department.

### **I offer you the following credentials:**

- 21 Years as an APWU Activist
- 10+ Years as Washington State President
- 14+ Years as an Arbitration Advocate (Clerk & Maint.)
- Filed Thousands of Grievances
- Automation Clerk 1 ½ years
- Window Clerk 3 Years
- Distribution Clerk 2 ½ years
- Laborer Custodian 6 years
- Building Maintenance Custodian 4 years
- Area Maintenance Technician 4 years
- Disabled Combat Vet (Airborne Infantry)
- Founder of the Washington State Stewards College
- American Legion Boys State as a youth
- DeMolay, NJROTC, Football & Baseball as a youth
- Associates of Arts and Sciences Degree from Olympic College
- Bachelors of Arts in Social Sciences (Minor in HR) from Washington State University
- Vocal Advocate for members at National Conventions



I also offer you a person who comes from the work room floor. I work 40 hours a week and have many years before I am eligible for retirement. I know what our members are dealing with, because I am there with you. I ask for your support in leaving the Status Quo behind. I ask that your local consider endorsing me and that your members consider voting for me. Please visit my website at [www.vote4charlessmith.com](http://www.vote4charlessmith.com).

In Solidarity,

**We need a Research & Education Department that reaches as many members as possible. Not just the roughly 2500 per year that go to Craft Conferences/National Conventions or the handful of Arbitration Trainings. We have 160K+ members that need our attention.**

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