

Associate Offices

Minnesota:

- Afton
- Bayport
- Bethel
- Braham
- Cambridge
- Cannon Falls
- Castle Rock
- Cedar
- Chisago City
- Circle Pines
- Cottage Grove
- Dalbo
- Dennison
- Farmington
- Forest Lake
- Grandy
- Grasston
- Hampton
- Hastings
- Hugo
- Isanti
- Lakeville
- Lindstrom
- Marine on St. Croix
- Mora
- Nerstrand
- Newport
- North Branch
- Northfield
- Owatonna
- Pine City
- Randolph
- Red Wing
- Rosemount
- Rush City
- St. Paul Park
- Scandia
- South St. Paul
- Stacy
- Stillwater
- Vermillion
- Welch
- Willernie
- Wyoming

Wisconsin:

- Amery
- Beldenville
- Clayton
- Clear Lake
- Deer Park
- Ellsworth
- Glenwood City
- Hager City
- Hudson
- New Richmond
- River Falls
- Somerset
- Star Prairie
- Willson

The Union needs You!

There are many issues the St. Paul Area Local needs our members involvement. There are a great deal of things which are quickly developing in the workplace and within the Union itself were we need members to step up.

First, we need members to attend General Membership Meetings. Our Constitution requires we have 20 members present at these meetings to conduct the business of this Local. We have not reached the 20 needed the last two meetings and the Executive Board have been approving things which are required to meet our representation and legal responsibilities. However, it is important for these things to be discussed and acted on in the General Membership Meetings. We have a large expenditure which we would like to discuss in October concerning our Computers which will have outdated Windows 7 operating systems and the need to purchase essentially all new Computers to properly protect your information and represent the members in the grievance process. We have also other items which need your input and knowledge. Attending Membership meetings is important to provide the necessary information to provide our members with transparency in

how we use your money to represent you. If you can, please attend the 11 am General Membership Meeting this month.

Second, we will be taking nominations from the Motor Vehicle Craft Members for the position of Craft Trustee.

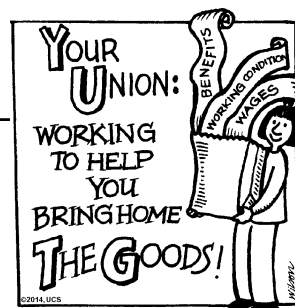
Workplace Involvement

Since May, Management has been reverting almost all of the vacant duty assignments which have occurred. The United States Postal Service has decided to use and EARNED Workload model and if the Installation is below the EARNED Workload they have not been approved to post positions. Reversions have not provided enough jobs for management to balance the budget so they need to go even deeper. Thus, on September 18, 2019 Management issued a Notice of Withholding for the St. Paul Installation. In this notice it states Management intends to excess 39 Full-Time employees in February 29, 2020. By the time this publication reaches you. The parties will have met at the Regional Level to discuss this potential impact. Also, once this happens Management is required to meet with us locally and discuss and share where the reduction of 39 Full-Time Positions will occur. Under this



threat we need everyone to vigilantly report violations of the contract due to understaffing which already is occurring. This could include Supervisors performing bargaining unit work, other crafts performing your work, Overtime limit violations. It is essential to record these hours for our grievances which will be filed to protect full time duty assignments. I will have hopefully already sent out a Flash Bulletin giving as much information as we are given concerning this impact as soon as it is shared with the St. Paul Area Local.

WE ARE BETTER TOGETHER, WE NEED YOU! Please get involved today!!!!



HELLO MAINTENANCE

The Twin Cities L&DC FY 2017 MS-47 Line H \$140,000 settlement has been processed, and the total amounts have been established and submitted, for payments to the affected employees. If you have not received your settlement payment within the next couple pay checks please contact the Union to let us know. The Saint Paul P&DC, FY 2017 MS-47 Line H grievance has been appealed to Arbitration currently.

****VERY IMPORTANT****

Hello, I need to stress to the Building Equipment Mechanic (BEM) PS-9 employees that with the beginning of FY 2020 the need to keep VERY detailed notations of work performed daily is needed to ensure that we capture all BEM work performed. The responsibility falls on the Bargaining Unit Maintenance Craft employees, because if you think Management has your best interest in

mind, you are very disillusioned. Management at the Area level has already proven that they want to reduce the staffing here at the Installation below what is required. It is all budget based, not based on actual needs.

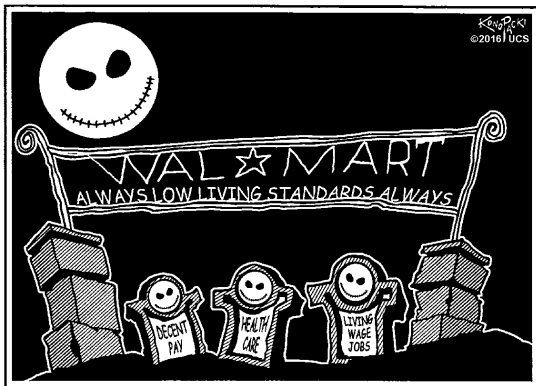
I am asking ALL Building Equipment Mechanic (BEM) PS-9 employees assigned to the Saint Paul Installation to include the Stations and Branches, to keep very detailed daily notes of all work performed no matter how minute the task is performed. Everyday employees are asked to perform work that is not on their daily assignment work sheets, above and beyond. We need to capture that work as well, so if you are asked to do this make sure to get a work-order or make a notation in your daily tracking, so we can capture the work hours.

You will hear the term "Capturing Work Hours" from the Union and hopefully from

Management (DO not hold your breath) during the 2020 fiscal year. For the BEM-9 employees assigned to the Stations and Branches it is very important to track your TRAVLE TIME on a daily basis. KEEP VERY CLEAR DETAILED NOTES of all work performed. It is up to the BEM-9 employees to make this happen, do not leave it to Management to track your daily work. The BEM staffing is based on Historical Data, so it is imperative that we capture all work performed and scheduled during the FY 2020.

If you have any questions request to see a Union Steward for further information.

Jim Pierce
Maintenance Craft Direct



Recent Grievance Settlements

The Union settled grievances for a total of \$129,085.

The Union is working hard for you, both in the grievance procedure and in the fight to Save America's Postal Service. We need you to step up to the plate! If you know a non-member, please ask them to consider joining, we all need to pull together to protect the Postal Service. The Local is approximately 90% organized.

INDUSTRIAL RELATIONS REPORT

As you know Management is cutting jobs everywhere; BMEU, stations and the plant. Since April every time a bid becomes vacant, they would revert it. We have fewer people every day, but the mail volume is the same. When this happens employees work harder and unsafe to get the mail out. They take unnecessary risk and short cuts all for the sake of getting the job done.

Don't risk your job or health because Management is understaffing us. That same supervisor or manager that is thanking you for doing so much will blame you when you get injured (employee was working in an unsafe manner, employee was working with broken equipment, employee was taking shortcuts). You have to protect yourself, Management is creating this hazard by not staffing properly and you're not obligated to fix it.

Every time you pull three APCs across the floor, Management will watch you do it and will not say anything. It's a win-win for them, if you do it and don't get injured, you got the work finished quicker even though they are understaffed. If you get injured, they just blame the accident on you. There are signs up throughout the post office stating push, don't pull. The equipment you are pulling states right on it push - don't pull and they will pull out a bunch of documents from service talks that you supposedly were given stating push - don't pull. The Union will always fight for safe work conditions, practices and equipment, but there is nothing the union can do if you choose to work unsafe.

Another issue that needs to be addressed is that Management has changed the way they conduct day in court interviews. They now start off with a barrage of questions that have nothing to do with what the employee is being brought in for. And employees

are just following through by answering yes to every question.

Are you aware that employees must provide acceptable evidence for absences when required?

Are you aware that any employee failing to report by the scheduled time is considered tardy?

Are you aware that employees are required to be regular in attendance?

Now most people don't want to admit when they don't know the answers or they may think that these questions don't apply to me so they just answer yes to all questions. Then when the discipline is issued they state you stated you are aware of the rule but still continued to...

When they ask a question, first stop and think about the question. If you are required to be regular in attendance, "What is regular in attendance"? Is it every time you use sick leave what about annual, does emergency annual count? What about when you use leave for dependent care or bereavement leave. Is there a limit to how many times you call in before you are not regular? Does coming in late or not showing up for overtime or holidays count also? If you know the answer to each one of those questions then your answer may be "Yes" otherwise the answer should be "no" and then ask question. Most supervisors will not be able to answer that question if you turn it around on them and say "no I do not know, what is regular in attendance"?

Jason Stevens
Industrial Relations Director

HELLO BROTHERS AND SISTERS

A lot of things have happened over the summer and into September. First thing, I hope everyone had a good summer and on any vacation employees took. I was gone for 19 days in August and want to thank Todd Dave and Jason and all the stewards for their help while I was gone. Management in Customer service has been doing 1994's at stations and their plan is to reduce jobs. The plant and customer service are reverting almost every job that comes up on the Bid sheet and that is the reason they have been so small. Management did provide the 1994s to the union. The union has gone through them and showed all the errors in them and are waiting for them to

be corrected so we can meet and discuss the problems that we see. I don't believe management will care what we have to say they have their orders that they have to build the plans to earned hours VS actual hours which goes against the 3 arbitrators who told them they can't so, here we go again to arbitration. This process could cost the post office thousands of dollars but they don't care. We are still waiting for them to get back to us.

Management is also planning to do a pilot program to have carriers to start early and have up to 6 carriers to a case. Make sure the carriers are not doing clerk work because we need to protect our work.

If you find stuff in your OPF like old discipline that has been expired you need to fill out a form 8043 to have it taken out. Get to a steward and then they will give it to me and I will bring it to labor to have them take it out.

Bruce Gutzke
Clerk Craft Director

NEWS AND VIEWS FROM THE ST. PAUL AREA LOCAL APWU

RETIREES CHAPTER

The next meeting of the St. Paul Area Local Retirees Chapter will be held on November 20, 2019 at 11 AM at the St. Paul, MN Area Local's office, 2261 Waters Dr., Mendota Heights, MN 55120. The \$50.00 dollar drawing at the September meeting was won by Robert Meyer. The drawing is held at each meeting. You must be present to win.

I was unable to be at the September meeting due to a family emergency. Thanks to Local President Todd Elkerton for taking over.

It's that time of year!!! Don't forget to get your FLU vaccine. Also be sure to consult with your doctor regarding the need for the PNEUMONIA and SHINGLES vaccines. Better safe than sorry.

Planning your estate?. Some documents you need are:

- A Will, if you want to have a say in how your property and other belongings are dispersed upon your death.
- A Living Will to inform your loved ones about the medical treatment you want if you are unable to speak for yourself.
- A Durable Power of Attorney for health care to designate who can make medical decisions, etc., for you.
- A Durable Power of Attorney for financial matters to designate who is authorized to make financial deci-

sions on your behalf.

Thanks to AARP for these suggestions

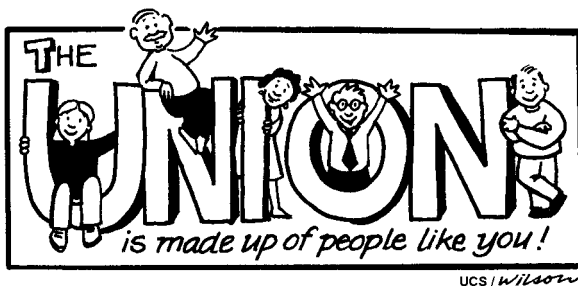
To repeat my plea in every article; PLEASE call your congressional representatives!!!! The Capitol switchboard number is **202-224-3121**. Tell them to leave the postal service alone. While you are talking to them, tell them to leave social security, Medicare and Medicaid alone. Tell them to stop taking funds from Veteran's benefits, health care and programs for children to fund a stupid wall.

Ask your family members and friends to call also. Without the support of our representatives, the survival of the postal service as well as our retirement benefits. Hold them responsible for their decisions. It only takes a minute. Call. Your way of life depends on it.

As always, you may contact me via my Email address **lreed6112@aol.com**. You can also call the union office at **651-778-1637** or visit the Local's website at **stpaulapwu.org**. The union office is authorized to give out my home phone number. I welcome your contacts.

I look forward to seeing you at the next meeting. We'll do a little business and have some food.

Lola Reed Langford,
Chapter President



Call your representative and tell them to support the Postal Service! It's quick and easy!

Capitol switchboard

202-224-3121

Well-child visits: Keep your kids healthy with regular checkups Survey Finds

Preventive health care can help us stay healthy. That's why doctors recommend annual physicals for adults. Pediatricians recommend well-child checkups for kids and teens because prevention is particularly important for young people. Regular exams and tests are an effective way to track your child's health and development. And, catching health issues early can increase the chances of finding a treatment or a cure.

Preventive care for kids is covered 100 percent Most health plans, including APWU Health Plans, offer 100 percent coverage for well-child visits and immunizations as described in the Bright Future Guidelines provided by the American Academy of Pediatrics. Just make sure your child sees a doctor in your health plan's network.

When to schedule well-child visits

The American Academy of Pediatrics has developed a schedule of well-child screenings and assessments to help parents understand how often healthy children should see a pediatrician. Some children may need more frequent screenings depending on specific health conditions or concerns.

Preparing for a checkup

Taking a few simple steps can help you get the most out of each well-child visit:

1. Bring a list of questions. Your pediatrician is your most valuable resource for questions and concerns

2. Budget your time. Ask your most important questions first. If you have a lot of questions, plan to continue the discussion at future appointments.
3. Take notes about your child's health and development. Talk to your pediatrician if you're concerned that your child isn't meeting normal developmental milestones. Also, be sure to mention any changes in behavior or routines.
4. Plan ahead. The Child and Adolescent Health Measurement Initiative created the well-visit planner as an online tool parents can use to create a personalized guide for well-child visits. All you have to do is answer a few questions and identify your priorities.

What to expect during a well-child visit

Regular well-child visits build your child's medical history and let your pediatrician track your child's progress and development. By making sure all vaccinations are up-to-date, your pediatrician can also help prevent illness. Over time, visits provide a chance to create strong relationships among parents, children, and the pediatrician.



TOGETHER.
BETTER HEALTH.

A benefit plan focused on you and your family.

OPEN SEASON

Open season will be from November 11th—December 9th. This is your chance to look into the plans available to you and make any necessary changes.

If you do nothing, your health plan choice remains the same for 2020 unless your provider withdraws from FEHB, but your premium will probably change. We don't have premium information at this point, but that should be available towards the end of the month. Check opm.gov and click on the health benefits link to see the new rates and to compare plans. Remember that site usually does not have the cheaper APWU rate for the consumer

driven option. Information on the APWU plans should be on the apwuhp.com website in early November.

Remember, you need to be in a FEHB plan for at least five years prior to retiring to carry benefits into your retirement. You can change the plan every year if you wish, so long as there is not a break in enrollment.

VICE PRESIDENT'S REPORT

Fall is once again upon us. I would like to remind the members of some important dates.

CHOICE VACATION FOR JANUARY, FEBRUARY AND MARCH, 2020:

The following applies to career employees in the St. Paul installation:

A: The choice vacation period shall begin with the new leave year and end on the last Friday in November.

For those of you interesting in taking "choice vacation" during the months of **January, February, or March:**

The new leave year for 2020 begins on January 4, 2020 and ends January 1, 2021.

Periods for requesting choice vacation time for the months of January, February and March will commence no later than November 1st of each year. Employees must submit their Form 1547 to management no later than November 21st. Management will complete and return Form 1547 to employees no later than November 30.

During the months of January, February and March, the annual leave quota is 10% per section/unit. Please make sure the A/L

quota is adjusted accordingly in your section. If you have any questions, please request a steward.

For career employees in Associate Offices, refer to your LMOU. Your specific rules may be different. If you have any questions, please request to see a steward.

ANNUAL LEAVE CARRY OVER

The new leave year begins January 4, 2020. You may carry over a maximum of 440 hours of annual leave into the new leave year. If you have more than 440 hours of annual leave as of January 3, 2020, you will lose **ALL** annual leave hours in excess of 440. It is your responsibility to insure you attempt to use your excess leave. Do **not** wait until December and expect management to grant you time off. If you have in excess of 440 hours and are having problems getting annual leave approved, request to see a steward.

In Solidarity,

Dave Cook, V/President

New Members

Yohanis Eshete
PSE Clerk

Cyril D. Miller
PSE Clerk

Bin Kim
PSE Clerk

Viet Nguyen
PSE Clerk

Michelle Matkaiti
PSE Clerk

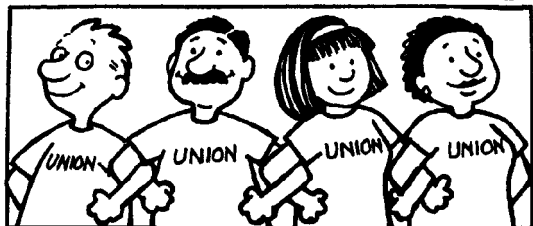
Shirley A. Sanders
PSE Clerk



**William Bart
Thomas Chies**

Our deepest sympathies to their families and friends.

UNITED WE STAND



Keep the Union Strong

MOTOR VEHICLE SERVICES

Once upon a time we knew this season called Summer, Warm days now gone, what a huge bummer. The leaves change color which means Fall is near, Time for Hot Toddy's and less ice cold beer. Getting your house ready hoping Winter will pass, One more lawn mowing... what a pain in the A*s. This is a rhyme you should see in October, and when I figure out a rhyme for the word October, we'll all be a heck of a lot older. Now let's get down to business as I've got news to share, with both Mechanics & Drivers and anyone else who might care.

Our new trucks have started to arrive and I've been lucky enough to use one on my route. What a difference between 2006 trucks and 2019 trucks... Hats off to our VMF mechanics and the work they've done to keep us on the road. Some of our 2006 Mack Trucks have over 700,000 miles and that isn't highway miles ... that is city driven miles which wreaks havoc on a semi-truck's lifespan... again, thank you for keeping us going and keeping us as safe.

Another issue that MVS is dealing with is Overtime By-Pass. For some reason, upper management thinks MVS is run like Customer Service and that we have enough staffing to avoid Penalty Overtime (V-Time). But here's one even better... we can go into V-time 6 days during the week but NOT on our 7th work day. Then I meet with management to settle Overtime By-Pass grievances and they settle,

so one person gets paid 8 hours at the overtime rate to stay home and sleep, another person works at the overtime rate plus another 50% more pay, then the person who got to stay home works the next day and gets the V-time rate all day... When will upper management realize that it's costing the postal service more to have supervisors schedule drivers when knowing a grievance is just around the corner...*SPEECHLESS.*

DOCK PLATES.. Isn't it great when you do your job and the one tool... the main tool needed to complete your job is broken. Uggghh..DOCK PLATES!!...To a driver the dock plates are like an artery to your heart. What happens when your artery can't deliver blood to your heart...you suffer in fact everyone suffers. The drivers, the station employees and so on the domino effect begins. Roseville Station has 2 dock plates and one has been broken since June 2019 (4 months and counting) and the other dock plate will not sit level in the trailer unless you run over, jump on the dock plate as it's descending and pull the lip chain. How many 1767's do people need to fill out, how many backs or other body parts need injuries before something actually happens. I'm asking every driver to fill out 1767's and turn them into your supervisor... do it daily, weekly, as much as you feel necessary but if we don't flood them with 1767's it'll take longer to fix. By no means am I blaming the employees of maintenance, you do what you're told just like the rest of us. I am blam-

ing a Maintenance Supervisor one in particular that BULLSHIRTS (MINUS THE R) every time he tells you something. He tells you what you want hear just so he can dodge the conversation. The latest BS is they are getting quotes to repair or replace the dock plates. Why is it when I need a quote for anything it doesn't take me 3 plus months. The following stations have broken dock plates...Eagan, Eastern Heights, Woodbury, and North St. Paul...Can we get the fixed finally!!! Why do I feel that when the Supervisor is breathing .. He's lying. Maybe with my uniform allowance I can buy taller boots to help me wade through the SHIRT (MINUS THE R).

Here are current issues I'm investigating or grieving

204B's doing bargaining unit work, Discipline Issues, MVS yearly bidding, Overtime By-Pass violations, Job postings... and any other violations we can find.

I'd also like to welcome our newest MVS Stewards: Gary Walsh & Ray "Buzz" Koser

Fighting For You... Fighting for Us... Fighting to Win

Adam Godes

MVS Craft Director

Winners from the September GMM

You must be present to Win!

\$300	VOE
Susan J Johnson	\$150 - James Pierce
(not present)	\$25
\$50	Deborah Krumsieg
Camille Tucker	Robert Miller
50/50	Martina Urbie
Mike Cole	Metasnet Abahorbie
COPA	Jodi Davis
\$100 -Terrance P Gallagher	Steve Hofmeister
\$75—Mai P Dinh	Gerald Malean
\$75 - Vicki Bugbee	

At the October General Membership Meeting we will be accepting nominations for the Motor Vehicle Craft Trustee.

October 22, 2019

11:00 a.m.

2261 Waters Drive



ST. PAUL, MN AREA LOCAL
APWU AFL-CIO
PO Box 21128
St. Paul, MN 55121
2261 Waters Dr
Mendota Heights, MN 55120

Phone 651-778-1637

OFFICERS

- Todd ElkertonPresident
- Dave CookVice President
- Jason StevensIRD
- Shelley FlemingSecretary
- Tim Strong..... Treasurer
- Bruce Gutzke.....Clerk Craft Director
- Jim Pierce.....MNT Director
- Adam Godes MVS Director
- Kim Richardson.....Trustee Chair
- Terri GrinerTrustee Clerk
- Matt GarciaTrustee MNT
- VacantTrustee MVS

We're on the Web!
stpaulapwu.org



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Return Service Requested

**Membership Meeting
Schedule**

February 26 6:15 P.M.

March 26 6:15 P.M.

April 23 6:15 PM

May 28 11:00 A.M.

June 25 6:15 PM

No Meeting July or August

Sept 24 6:15 PM

→ Oct 22 11:00 AM

Nov 25 6:15 PM

No meeting in December



Retiree Gathering

Great Moon Buffet

Maplewood, MN

11:30 a.m.

October 16, 2019

Lunch at your own expense

**If attending the Union meeting and you need an ASL interpreter please notify the Union
the Tuesday before the meeting.
651-778-1637**