

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

Membership Meeting, COVID19, JOBS

ZOOM General Membership Meetings

In September we attempted our first General Membership meeting virtually through ZOOM. While there were a few hiccups we were able to establish a quorum and affirm the decisions made by the Executive Board for the year 2020. We intend to continue ZOOM meetings for the future until we can safely get together again. It would be awesome to have some of our associate office members participate in the meetings. We certainly would like to hear from you and give you an update of what the St. Paul Area Local is doing. We will continue to have you call the office for us to verify your membership and provide the link for you to register for the meeting. Also, when you join the meeting, we ask you identify yourself by having your name displayed instead of your telephone number if you are calling in. I look forward to the next meeting and hopefully some new faces.

COVID19

As this pandemic continues, wearing a face-mask at work is no longer an option. I know the wearing of masks have become a political issue. However, if you listen to the experts, they say with clarity wearing a mask is the single best thing you can do to protect yourself and others. We have seen over the last couple weeks our members defying the requirement and request by management and they have been sent home on emergency placement and receive discipline for being unsafe. While we have an obligation to defend you when you make these decisions, it is very difficult under the present situation to protect you from loss of wages resulting from the discipline. Please, comply with these di-

rections and do not put your paycheck or job in jeopardy.

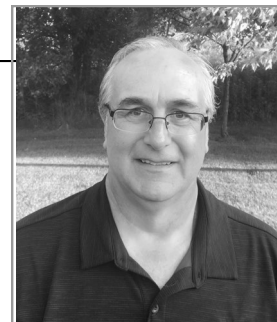
Also, we are getting reports about the lack of cleanliness in facilities, if you are struggling in a facility where it does not appear to be clean please report to the Union Office so we can address it. USPS has sent instructions to all its offices on the importance of keeping the facility clean.

We are entering into probably the most difficult and historically problematic time for controlling viruses as we start sheltering from the cold inside. The numbers continue to rise. We need to protect each other during the difficult days ahead.

Full-time Jobs

The St. Paul Area Local has been in a long-protracted dispute with management over the reversion of full-time duty assignments for more than a year and half now. Management over this time reverted nearly every full-time duty assignment. There has been a grievance filed for each and every one of them. Recently, these grievances have been settled bringing them back and requiring management to post them. By the time the Postmark gets to you hopefully they are available to bid on.

We know management has been shifting letter mail processing windows over this time and indicate they need more duty assignments on Tour 2 and Tour 3 and in their words making Tour 1 a clean up tour for the processing of letter mail. Unsure how this is going to work for them.



Continued on page 2

President's Report con't

However, the settlements allow for the parties to change the original duty assignments if mutually agreed upon. We have asked management to present their plans so we can try and get duty assignments posted where they need them to avoid the disruptions which occur under Article 12 and minimize the impact to employees. Thanks for all your help and patience on this important issue. We are working hard to ensure we have full time assignments for employees we represent. It is very hard work in the present environment and I want to

thank the stewards and officers who do this hard work. Terri Griner, Jason Stevens, Bruce Gutzke and our National Business Agent Willie Mellen who were instrumental in saving these full-time jobs. If you see them tell them personally you appreciate all the work they have done.



Hello Sisters and Brothers

I would like to thank those members who attended the September 2020 General Membership Meeting through Zoom. In this time in our life it is critical to stay informed of your jobs. Please keep informed and attend your General Membership Meetings.

On another note, if you see anyone in management working clerk duties, request for a steward or write a statement of who the supervisor is, what they were doing, where they were working, and how long/the time started and finished. Turn it in to a steward in the same week or push the statement under the steward office door if it is shut. We need to stick together and fight for our jobs.

Also, as November nears, it is your duty to vote. Mark your calendar and make sure your voice is heard.

In solidarity

Shelley R. Fleming

Secretary

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

Capitol switchboard

202-224-3121



JUST A REMINDER

To The Members:

The colder weather is approaching upon us. Please keep a safety kit and blanket in your vehicles. It is important to keep yourself from getting the flu, sick, pneumonia, etc. Drink plenty of water and electrolytes. Don't forget to put your ice scrapers in your car!

IF YOU DO GET SICK AND CALL-IN AND YOUR SUPERVISOR BRINGS YOU TO THE OFFICE TO DISCUSS DISCIPLINE. STOP, ASK FOR AN UNION STEWARD THEN DON'T TALK UNTIL ONE IS THERE.

Kim Richardson
Steward/Trustee Chairperson

General Membership Meeting Drawings September

Door Prize

\$300 - Donald Miller - not present (you must be present to win)

\$50 - Pam Karas-Johnson

VOE

\$100—Jeffrey Miller

\$25 - John Sweeney

\$25 - Antione McConnell

\$25 - Osman Ibranhm

\$25 - Katherine Daniels

\$50 - Suzanne Rodriguez

\$50 - Keith Landsman

\$50 - Patrick Hawkins

COPA

\$100 - Shelley Fleming

\$75 - John Marier

\$75 - Cynthia Stahn



*And the
Winners are...*

Motor Vehicle Services

Another article for you to read, as winter bears down on us at lightening speed. Management seeks to love these articles, so, yes they are cheap shots... now quit your crying and let it go. Remember back when you cared about your employees, now you're seen as one of upper management's toys.

Here's where I change from taking a cheap shot, to tell the craft what I'm working on and what I've got.

Masks... these fu&%ing masks. I realize none of us like wearing them, I feel they do nothing but impair, but whether we like them or not, **THEY NEED TO BE WORN.** I am not taking any sides in this matter as there are no sides to take... this is a governor's mandate and a USPS policy.

I've been working with Steward Ray Koser to keep management from doing our work. We've been trying to keep management from deviating from contractual roles on hold downs.

Scanning... These wonderful scanners should have been retired before we got them. Sometimes they stop working, sometimes they lock up and have to be

restarted. Once again the instructions have changed for scanning, we are now required to only scan the arrive and depart portion so if you have any question come see me or Ray.

Here is something that needs to stop, that is the falsification of our departure scans. I am going to meet with our MVS management and if it doesn't stop, I am going to file a grievance and also bring it to the OIG's attention and at the same time, I am going to request that all scanners reflect the work we've done for the day... each and every stop needs to be entered **PERIOD.**

I could go on and on about the same issues we've been working on but I want to write about something else.

The word "UNION". My definition is "a group that stands together, that backs one another in times of greatness but also in times of peril". If one falls "We All" pick them up. We stand together united as a group. If another group tries to tear us apart **WE DON'T LET THAT HAPPEN.** Like the musketeers "all for one and one for all". There are some who have

steered away from this union principle and that reduces our strength to demand what we bust our asses for. I respectfully ask those who feel they might get in trouble if they don't help management when management fails... to stand with your union brothers and sisters, to show solidarity and make management realize that without US... they would do what they do best.. "Fail"

Don't forget to vote...

"fighting for you, fighting for us, fighting to win".

In solidarity,

Adam Godes

MVS Craft Director



Recent Grievance Settlements

The Union settled grievances for a total of \$20, 378 in September.

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.

HELLO MAINTENANCE

Well we are moving into a highly sensitive time regarding the political season and the upcoming PEAK season, where stress is usually a factor. In addition, to the new policies that have been forced upon us from the Postmaster General, down to the local Management, regarding the modifications made to the DBCS machines. We can expect nothing short of pure chaos.

I want to take this opportunity to STRESS to ALL Maintenance Craft employees that work in the Saint Paul Plant, regarding the issue of Operations Management directly dealing with bargaining unit Maintenance Craft employees on the workroom floor. If Operations Supervisors or Managers want something from a Maintenance employee they need to go through the appropriate Maintenance Supervisor. They should not be directly going to the Maintenance employee period. There are reasons why there is a separation between the classification of supervisors.

The only EAS position at the Saint Paul Plant that has the authority to talk to all craft employees is the Plant Manager Marvin Rainwater. Therefore, I ask you to request to see your Union steward, if an operations supervisor or Manager approaches you directly. It has to be said that, if someone from operations Management tells you to do something, you need to do as told, but make sure you ask

for a Union steward.

If operations want or need anything from a specific Maintenance employee or multiple employees they MUST go through the Maintenance Management first and NOT directly approach Maintenance Craft employees.

For safety reasons if you are approached by Management while you are working on machines, I would stop working and answer their questions and wait until it is safe to resume working after Management leaves the area. We do not want or need anyone to get hurt well performing our daily work by someone interrupting our concentration that is how accidents happen.

I am looking for volunteers for someone interested in becoming a Union Steward to represent the Maintenance Craft, please contact me if you are interested.

Jim Pierce
Maintenance Craft Director

Check, out the website stpaulapwu.org for the meeting schedule!

***The October General membership will be via zoom.
Contact the union office at 651-778-1637 and we will email you the link for the meeting.***

What is a Money Bid?

To explain what it is you would have to understand the clerk bid process. Once a bid becomes vacant Management has 28 days to; repost as is, repost with changes or revert (revert means get rid of the bid). Now when it comes to reverting a position there are two requirements management has to do first. They are required to meet with the Union and allow input and “every effort will be made to create desirable duty assignment from all available work hours for career employees to bid”.

So basically, if you have five PSE employees working tour 3 pouch rack and an employee bids out it would be improper for Management to revert the bid. The Union has gone to Arbitration on this issue several times and every time the Arbitrator has ruled in the Union’s favor. The Arbitrator rules that they repost the bid and the employee that gets the bid be paid out of schedule for all hours when the bid was improperly reverted.

The reason this remedy is applied is simple, let’s say you have been an employee for 30 years and you have Thursday / Friday off. The person with Saturday / Sunday off retires and now you will probably be the one that finally gets the weekends off. But Management decides to revert the bid instead of reposting. The Union files a grievance and a year later it is ruled the bid was improperly reverted.

So, the remedy would be the employee that should have had the weekends off not Thursday / Friday for that year will get paid for all hours worked outside that schedule. The same thing could be said for a tour 2 bid.

The Union isn’t filing these grievances so someone can get paid. The Union files these grievances to protect jobs. It protects desirable tours, hours and days off and when the process is complete PSEs get converted in reasonable timeframe. When Management improperly reverts bids, it affects everyone.

Jason Stevens

Industrial Relations director



New Members

Anna Lea Barraquet-Bossi
Clerk

Mohammed Sheiku
PSE Clerk

Mulu Kassa
PSE Clerk

Michael R. Wilsey
PSE Clerk

Heather L. Motiboy
PSE Clerk

Theresa Zietlow
PSE Clerk



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 18th at 11 a.m. 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 Nancy Haberman. The drawing is held at each meeting. You must be present to win.

We did not have a quorum for the September meeting and were not able to have an election of offices as planned. We will not try again until the May 2021 meeting. If we have a quorum at the November meeting, we will address the proposed change to our Constitution. The intent of the proposed change is to add a vice president to our structure.

Where do you stand regarding the upcoming election?

- 1. Do you want to preserve the United States Postal Service?
- 2. Do you want to preserve our

retirement program?

- 3. Do you want to preserve the right to Collective Bargaining over wages, hours of work and working conditions?
- 4. Do you want to preserve the Affordable Care Act and coverage for pre-existing medical conditions?
- 5. Do you want to preserve Social Security, Medicare, and Medicaid?
- 6. Do you care about the Supreme Court Nominee who has stated that the Bible out-weighs the Constitution?
- 7. Do you care about the \$400 million dollar debt that Trump carries, or to whom it is owed?
- 8. Where do the candidates of your choice stand on these issues?
- 9. Have you tried to contact your congressional representatives regarding these issues? The Capitol switchboard number is 202-224-3121.
- 10. Are you registered to vote?
- 11. Will you vote on November 3rd?

These issues are on the line in this election. Vote! Your quality of life depends on it!

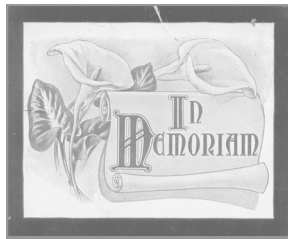
So! To repeat my plea in every article; PLEASE call your congressional representatives!

I hope you and all your loved ones are safe and healthy.

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 can give out my home phone number. I welcome your contacts.

I look forward to seeing you at the next meeting.

Lola Reed Langford, Chapter President



*The Local has learned of the death of the following member.
We offer our deepest sympathies to his friends and family.*

*Harley Saathoff
Retired*

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

We're on the Web!
stpaulapwu.org



Nonprofit Organization
U.S. Postage
PAID
Twin Cities, Minnesota
Permit, No. 65

Return Service Requested

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
- Gary Walsh.....Trustee MVS

**General Membership Meeting
Schedule**

January 28 - DAY MEETING 11:00 a.m.
February 25 - 6:15 p.m.
March 24 - 6:15 p.m.
April 28 - 6:15 p.m. CANCELLED!!!
May 26 - 11:00 a.m. DAY MEETING
June 23 - 6:15 p.m.
No general membership meetings in
July or August
September 22 6:15 p.m.
October 27 11:00 a.m. DAY MEETING
November 24 6:15 p.m.
No meeting in December

Retiree Meeting
November 18th 11:00 a.m.
2261 Waters Drive

**Due to Covid 19 restrictions,
The October GMM will be a virtual meeting over Zoom.
Contact the Union Office at 651-778-1637 for the link to
the meeting.
October 27, 11:00 a.m**