

APWU

St. Paul, MN Area
Local APWU AFL-CIO

POSTMARK

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Northfield
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On September 18, 2019 management notified the union of its intention to excess 30 full-time clerks from the St Paul Installation on 2/29/20 within 50 miles of the installation. The Collective Bargaining Agreement prevents the local parties from discussing the excessing until a Regional Meeting is conducted. On 10/17/19 management and the Union conducted the required Regional Notification Meeting, which allows the St. Paul Area Local to begin the process of discussing the plans and how it will be accomplished.

At this meeting, the St Paul Area Local asked management to immediately give a service talk informing the clerks in the St Paul installation of their rights to priority eReassign if they so choose. This priority allows a clerk within the installation to apply for reassignment to a vacant full time duty assignment

without restriction. The reason for the urgency for the service talk and informing the clerks is eReassign posting is for the first 21 days of each month and with only 3 days left in the present posting we wanted those who want to voluntarily transfer to know of this process so as not to deprive them of this contractual right.

The St Paul Area Local has begun meeting with management locally to determine the plan moving forward and management's obligations under the Contract to the St Paul Clerks we represent.

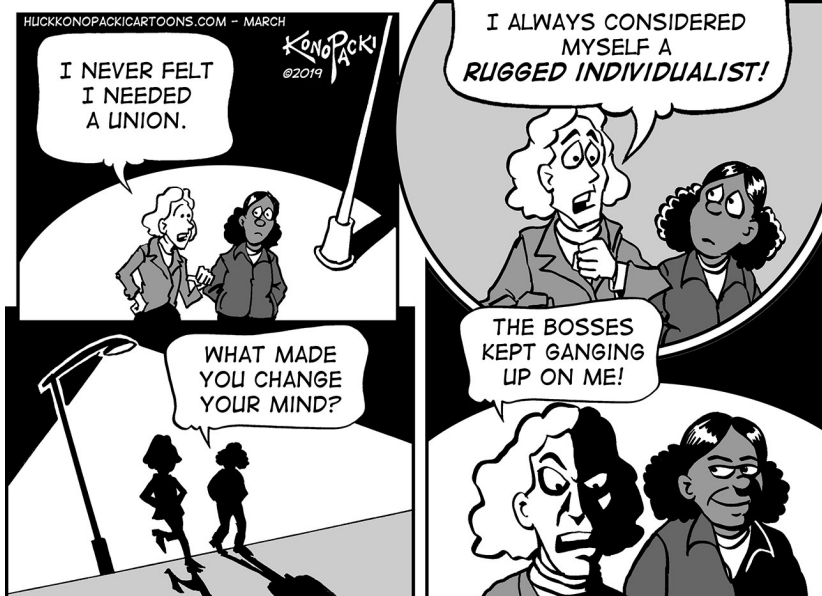
The St Paul Area Local believes the job abolishments management is proposing are in its present form, a violation of the Contract and we will work hard to resolve this dispute prior to excessing to occur. As we get more information on this important issue we are committed



to communicating through whatever means to our members.

Todd Elkerton

President



Industrial Relations Director Report

As you read this article, Open Season should have already started. In most cases this is the only time throughout the year that you are allowed to sign up, cancel or change benefits. I'm always shocked when someone comes into the Union office and states "I forgot to sign up for health insurance what do I do now" and we have to say, you will have to wait to Open Season now which could be almost a year away. So if you previously didn't sign up or if you are ready to make changes the time is now. Also on Monday Nov 25 @ 7:00 – 10:00am & @ 1730-1930 p.m. they will have the Health fair at the Eagan P&DC.

One benefit I didn't use earlier in my career was FSA (Flexible spending account). I rarely went to the doctor so I didn't see the benefit. Once I reviewed what was eligible and added up the families' expenses I realized I could be saving a couple hundred dollars in taxes each year. Now there is a risk because what you don't use you lose so you want to get it as close as possible to what you think you will be spending. And as long as you

sign up again the next year, they do allow you to carry over up to \$500.00 from the previous year. Of course big purchases save the most like when we got braces for my son. We used the max amount each year \$2600.00 and had them bill it over a couple year period so I saved well over \$1,000.00 dollars. Each year they do change the laws so you will have to read the brochure or website to make sure your expenses apply.

Another benefit that most employees are unaware about is Annual Leave Exchange. So if you are one of the employees that has banked the 440 hours and are having a hard time using the 4 or 5 weeks you get each year you can sell a week back to the post office for a lump sum payment. To be clear you are selling future leave with some rules. Most people think they get to the end of the year, didn't use it all so now they are going to sell back the rest, which is not at all how it works.

During open season Nov 11, thru Dec 9, 2019 you elect to sell back a portion of next year's annual. The rule of eligibility

is you have to go into the new year with no less than 440 hours of annual and you have used less than 75 hours of sick leave for the current year. This can be done online through PostalEASE.

To end my article I would like to thank the membership for sending me to the All Craft Conference in Las Vegas Nevada. This is a good opportunity to network with other locals and the National officers informs us what is going on at their level and what grievance we should be filing at our level if we hadn't yet which I am glad to say has always been yes. In one case we were 1 out of 4 locals in the country that had filed on one of the issues. I am not a gambler so my entire stay I only risked \$20.00, I am happy to say I cashed out at \$25.00 dollars

Jason Stevens
Industrial Relations Director

Recent Grievance Settlements

The Union settled grievances for a total of \$18,786.

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.

Vice President's Report

I would like to start off by thanking the membership for sending me to the National APWU All-Craft conference in October. The time we get to spend with National Officers in training and meetings at this event is invaluable. It also always seems to reignite the unionism within me and reminds me why I have chosen to serve the membership locally for approximately 15 years now.

Our APWU National officers once again made it clear that Labor as a whole is under attack. Corporate America is going after bargaining unit rights in both the private sector and the public sector. Why you might ask, I say it is greed! As the old adage says, the rich keep getting richer and the poor keep getting poorer. We are seeing this in our own industry. We are currently in binding arbitration in an effort to obtain a fair

contract for our members. Like many other corporations the Postal Service wants to slash bargaining unit benefits to include pay, leave, COLA's and retirement. They also want to increase the complement of our non-career work force. Unfortunately the political climate currently is perfect for attacking unions and workers rights.

All of these burdens are placed solely on the backs of the working class. What has the Postmaster General given up in concessions over the last 10 years? I would say next to nothing. Management claims these changes are needed to make the Postal Service a viable efficient company again. The ironic thing is the more changes management makes the less efficient the operations seem to get. Overtime always seems to increase and the service

to the public gets worse.

The one thing I can say with certainty is your Union is up for the fight! Our National officers will continue to use all their resources to fight on behalf of our members and organized labor. Labor has been under attack before and we know how to fight back. With the support of our membership we can overcome all attacks and continue to improve the rights of the working class.

In Solidarity,

Dave Cook

Vice President

Clerk Craft Report

Hello Brothers and Sisters

I want to thank the Membership for sending me and others to the All Craft Conference this October.

The training by our National Business Agents is the best training we can get, which in turn helps us represent you better.

I attended classes that had to do with excessing, reverting full time bids and the Mdat program which helps us track PSE hours to come up with full time bids and fight against them reverting jobs. I also went to function 4 class which had to do with station staffing.

The Christmas season is right around the corner. The union will be putting out flyers reminding people to write statements when management is doing Clerk work.

We have prepared statements in the union office to make it easy for you to keep track of the time Management is doing our work come in and get a few copies. We will be meeting with management very soon on the Christmas Holiday schedule which will include staffing at the annex and OT here at the Plant.

Todd and I will be going over the 1994's staffing Plan with the Postmaster in November.

Again if the OIG or the PI's want to talk to you tell them you want a steward, they have to get you one they are not on your side. With this short staffing that is going on don't work alone.

AO's - if your postmaster is picking up mail from the hub or taking mail to another AO, this is clerk work so PTF or PSE if you want more hours, let the union know if this is going on.

Bruce Gutzke

Clerk Craft Director

NEWS AND VIEWS FROM THE ST. PAUL AREA LOCAL APWU

RETIREEES 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 Bob Meyer. The drawing is held at each meeting. You must be present to win.

Thanks to Local President, Todd Elkerton for chairing the meeting in my absence. We can always count on President Elkerton to keep us informed regarding how our APWU national officers are fighting to protect our retirement as well as the welfare of current employees.

Two of the things I am currently most interested in are fraud attempts against seniors and the cost of prescription drugs. I have written several articles about fraudulent phone calls claiming some problem with your taxes or your social security, so I won't go into that except to say government agencies do not call you about such things. They communicate by mail. Don't bite; just hang up.

Drug companies claim they need to raise prices in order to conduct research, etc., however the CEOs of drug companies keep getting higher and higher salaries and bonuses and very little research is done. Insulin has the same formula as when it was initially created, however the price has increased a thousand-fold. People, including children, die every day because they cannot afford prescription drugs. Many states are taking action to lower drug prices, but the federal government must take steps to make it possible for Medicare to negotiate prices for prescription drugs. Controls must be put into place to stop the greed and profiteering of drug companies. That is another thing to discuss

when you call your representatives.

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, leave social security, Medicare, Medicaid and our veterans alone too.

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, and even our way of life is in danger. Hold them responsible for their decisions. It only takes a minute. Call..

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 allowed 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 finish off with food. It really is fun to catch up on what our retiree friends are doing

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

Secretary's Report

Hello Sisters & Brothers of the St. Paul Local;

I would like to extend a Thank You to the Membership. I have returned recently from completing the Officer's Fiduciary Responsibilities Training and the 2019 APWU All Craft Conference Workshops. Classes ranged from PSE Issues, Discipline, The Rights of Union Stewards, and Grievance Process. Many of the classes given were lead by the Business Agents of the Clerk Craft from across the states. I found this to

be very educational and will be using this knowledge to the best of my ability to represent the Membership.

On another note, please take your job/bid seriously.

Management (Supervisors, 204Bs, Managers), Mailhandlers, and Carriers have been violating the Contract by performing clerk duties. As we get closer to the holidays, it will only get worse. Please ask for a Steward when you see this violation happening.

If you do not get a Steward, ask again the next day and so on. We all need to stand together. A statement can also be faxed to the Steward Office.

As the holidays approach us, enjoy your time with family and friends,

Shelley R. Fleming

Secretary

Steward

St. Paul Mn Areal Local 65

651-224-2639



OPEN SEASON

I attended the Health Plan Open Season Seminar in Portland, Or. I'd like to thank the membership for the training opportunity. There are many changes to the union's high option plan this year. I will be at the Health Fair at the main plant on November 25th 7-10 a.m. and 5:30 - 7:30 p.m. All the plans will be there so you can easily pick up information and compare plans.

A simple way to do this online is to go to opm.gov. Select open season, then you can compare up to three plans at a time. One thing to be aware of is that OPM doesn't list the APWU discount for the consumer driven plan. Those rates are available at apwhp.com or on lite blue through the "checkbook" link.

Checkbook will allow you to compare all the plans based on premium, deductible, prescription costs, etc.

Open season runs from November 11th through December 9th. Please don't wait until the last minute just in case you run into trouble with postalEASE!

Jane Masterman

Office Admin

MVS Report

MVS Brothers & Sisters....

I want to thank you again for the opportunity to attend the All Craft Conference in Vegas. I picked up some tips to aid in the battle against management and look forward to seeing that bewildered almost stroke like look on their faces as we continue to give that "Ole Fashion A*S Whoopin".

We settled an important Step 3 grievance regarding yearly bidding and proper bidding procedures, along with getting rid of rotating schedules. It's now basically up to the union to determine if bidding is wise. If we don't like the runs due to a variety of reasons...we don't bid...If we don't like whatever... we don't bid. For 20 years management had the upper hand in our yearly bidding procedure...it was their only easiest time of the year to be able to make changes to the runs, times, etc..well that's all changed now. We now go by the language in the JCIM Article 39.2.A.6 which was in conflict with the LMOU...

if you want to see a copy of the settlement just let me know and I'll do whatever I can to let you take a look.

Here's what we're working on which isn't anything new...

Penalty OT Bypass

Working on getting position called "Drivers Schedule Examiner"

Get driver scan reports for accuracy.

Going to start getting info on HCR routes to do cost comparisons and try to get some work back into craft.

Working with upper levels of management to figure out a place to park the new tractors. The tractors have a 3-4 minute auto shutdown and when its freezing temps outside we're gonna have problems.... fuel gelling, freezing D.E.F. fluid, etc.. but the biggest problem we foresee is the mail not moving due to trucks not starting due to being frozen solid.

Broken or Malfunctioning Dock Plates

And more everyday...

Anyways.....Back to battle...

**Fighting For You, Fighting For Us,
Fighting To Win**

Adam Godes

MVS Craft Director



New Members

Brooke K Quach - PSE Clerk

Yuanxi Kuang - PSE Clerk

Maintenance Craft Report

WORK ORDER ISSUES:

I need to address a major issue here in the Maintenance Craft at the Saint Paul PDC Installation, Twin Cities LDC, to include the Stations and Branches regarding Preventive Maintenance (PM) Routes and Work Orders (W.O.). I need to stress the importance to all of the Maintenance Craft how important it is that we all account for ALL work performed everyday. We have a lot of new Maintenance employees who may or may not know that a PM route is based on checking and inspecting items on any given piece of equipment. During the PM route if you find any issues such as, but not limited to, broken belts, bad bearings, damaged equipment, or any other type of maintenance issues on your assigned equipment, make sure you generate an (05 Work Order) for the work required to make the repairs to the deficiencies.

It is VERY IMPORTANT that all Maintenance Craft employee STOP writing MISCELLANEOUS action codes when accounting for their work on any work order. DO NOT use any action/verb code with MISCELLANEOUS on your DAILY route sheets. For every minute, hour that we use the MISCELLANEOUS action/verb on our daily work sheets when accounting for work performed we lose potential man hours which equals to our staffing levels. USPS Headquarters will remove all MISCELLANEOUS time from our staffing.

Further, I need to stress to all Maintenance Craft employees that a large part of our staffing levels is based on historical data. Meaning tasks such as, but not limited to, the time taken for battery changes, repair tray carts, repairing certain equipment, throughout the year the Maintenance Craft employees perform hundreds of hours doing tasks such as these and we need to ensure that all time is accurately

accounted for and after talking with some of the Maintenance employees recently it has been brought to my attention that we are using action / verb codes such as "YLU" or other Miscellaneous action codes. I cannot stress enough that we all have to stop using miscellaneous action/verb codes

CUSTODIAL ISSUES:

Custodians assigned to Station and Branches you are assigned PM routes that are required to be performed as assigned, If you are directed by Management at your Station or Branch, to deviate from the assigned PM routes to perform any tasks that they want you to perform you must do what is asked of you unless it is unsafe. Further, you need to write on your assignment sheet(s) what additional task you were asked to perform beyond the assigned PM routes, you need to account for the total time it took to perform the requested task. You need to request the Manager or Supervisor to sign off on the work you performed for them. If the Manager or Supervisor at the Station or Branch refuses to signoff on the additional task, I ask you to request to see your Union steward to address this issue.

It is critical that you provide a true accounting of work performed by documenting everything you do everyday. Regarding writing notes on your Daily Assignment work sheets, the Union's stance is the Daily Assignment Work Sheets are your way to account for the work you perform on a daily basis. Whatever work you are required to perform on any given day has to be accounted for, you are required to give a true accounting for the work you perform. If you do not perform a task because you are asked to perform a task from the Management at your station or Branch, you need to provide a reason by writing on your daily assignment sheet

what task and time performed with the Management signature identifying the work was performed. If you have problems with any portion of the process you need to request to speak to a Union Steward to address the issue(s).

I recently spoke with a few of the Laborer Custodial employees who have stressed to me that they are being directed by Maintenance Management that they are NOT to BYPASS any PM routes. You are required to provide to Management a true accounting for the work you perform on a daily basis. You are not required contractually to mark your work as "COMPLETE" if you did not complete or perform the task. Unfortunately, Management has dropped their standards down to this type of bullying tactic to ensure that you are writing "COMPLETE" on all of your work regardless if you performed the work or not. It was told to me that someone in Management has let it slip that the completion rate is part of the criteria for Managements yearly performance bonuses. Personally, I believe that this directive is a violation of ELM 661.2.L Falsification of Government Documents. So if you have been given the directive from any Management person, I ask you to request to speak to a Union Steward so we can address this to take the corrective actions to fix this bullying tactic.

I am asking all of you, what it would take to unite the Maintenance Craft, to make us stronger to fight against Management and their tactics to tear us down? I am looking for any Maintenance Craft employee on tour 1 and tour 3 that is interested in becoming a Union Steward to help us fight for our contractual rights.

Jim Pierce

Maintenance Craft Director

Winners from the October GMM You must be present to Win!

\$300 Jason Degler

Not present

(you must be present to win)

\$50

Kim Richardson

50/50

Keith Landsman



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 26 6:15 PM

No meeting in December

Retiree Meeting November 20th

11:00 a.m.

2261 Waters Dr.

Mendota Heights

Refreshments provided!

All are welcome!



Retiree Dues for 2020 are due!

With death benefit— \$18.00

Just membership - \$12.00

Send to:

PO Box 21128

St. Paul, MN 55121

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

651-778-1637