

## 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:

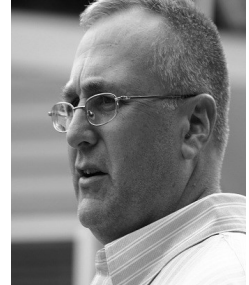
Amery  
Beldenville  
Clayton  
Clear Lake  
Deer Park  
Ellsworth  
Glenwood City  
Hager City  
Hudson  
New Richmond  
River Falls  
Somerset  
Star Prairie  
Willson

Happy New Year, I hope everyone found a way to enjoy the holidays. The year 2020 is shaping up to be an extremely challenging one for us. There will be a new National Agreement to understand and implement. Further, this means Local Negotiations for all our offices will be open to make changes within your LMOU's which we will be required to engage with management in by early spring. If you have suggestions for changes to your LMOU's please send them to the St. Paul Area Local address so we can examine the suggestions and see if we can negotiate them for your office.

In late 2019, we were informed of an excessing from installation event for 39 clerks from the St. Paul installation. The planned date for excessing was late February 2020. However, this date has been delayed as management re-examines its staffing needs. The next possible date is May 2020. At the writing of this article the impact has been reduced to 18 clerks, due to attrition such as retirements and transfers. There are hopes as the new staffing proposals come forward and attrition continues we will avoid the involuntary excessing for our

members. I anticipate, early in January management will schedule a meeting with potentially impacted employees to discuss the process and have an opportunity for your questions to be answered.

Safety will continue to be a priority again this year. The St. Paul Area Local is very concerned about the cleanliness of facilities we represent. Nearly, every office is struggling with providing a clean environment for our employees to work. The District Safety committee has uncovered some of the extreme issues and is working to get them resolved. However, we need members to let us know if your office is dirty and not being cleaned properly so we can make sure it gets addressed. Floor care has been a particular area of concern, in our climate the sand and salt need to be removed from floors immediately to prevent damage to the flooring. There are many facilities which still have asbestos in the flooring and its adhesives. In 2019, two facilities were temporarily closed to fix deteriorating flooring. We need everyone to be aware of the possible health concerns unclean facilities pose to us. Please help us by reporting these situations.



I will close article with letting everyone know after a nine month process we have a new website to communicate with our members. We are presently trying to get it updated with present information for our members. If you take the time to look at [stpaulapwu.org](http://stpaulapwu.org) and have some suggestions for information to share please let us know.

We are better together and need everyone's help to move forward with dignity and respect for the workers we represent. This year will be a continued struggle to stand on your behalf and protect your future. With your help, I am confident we will work hard and try and protect each other.

Todd Elkerton

President

## So what is a Non-Traditional Full Time Duty Assignment (NTFT)?

I have heard a lot of confusion lately as to what a NTFT is and what rules do/don't apply to them. Simply put, a NTFT is a **bid** not a person as often stated. A NTFT bid can range from 30-48 hours per week. Only career bargaining unit employees hired after the signing of the 2010-2015 CBA can be forced into a NTFT bid of less than 40 hours/week. All career bargaining unit employees on the rolls prior to the signing of the 2010-2015 are guaranteed (can't be forced) a traditional bid of no less than 40 hours per week. This is the main difference between a Traditional bid and NTFT bid. The following are some guarantees for employees in NTFT bids.

-An employee in a NTFT bid is guaranteed the hours and off days of the bid unless you are a NTFT Flex (Function 4). If you are a NTF Flex (Function 4) your hours & off days can be changed with a preceding Wednesday notification without a penalty.

-An employee in a NTFT bid should not work over the daily hours of their bid. If they do, a remedy of 50% more pay for all those hours over is required per the NTFT MOU. This violation occurs often so please ask for a steward so you can get compensated properly.

-An employee in a NTFT bid's lunch will be no longer than 1 hour,

unless you are in a Level 20 office or below and it is operationally necessary.

-An employee in a NTFT bid is guaranteed 8 hours of pay on an off day (overtime).

-All overtime regulations and rotations apply to employees in NTFT bids. You cannot be forced in on full tour overtime every week simply because you are in a NTFT bid. The ODL rotation must be utilized!

-If there are NTFT bids in the bid cluster of **less than 40 hours**, Non-ODL employees (both Traditional and Non-Traditional bids) can not be forced in on overtime. If this happens request a steward and a grievance will be filed (50% more pay).

-The same holiday pecking order that applies to employees in Traditional bids applies to employees in NTFT bids.

So remember, if you are in a NTFT bid you are a career employee. Don't let management or your co-workers take advantage of you. If you have questions ask for a steward.

Dave Cook  
Vice President

## The New Year is here, 2020!

By the time you receive this Postmark, it should be a couple weeks into the new year. So, by now you are eating normal again, have stopped working out and might be smoking again.

I have an idea for a New Year's resolution that's a little easier accomplish.

GO to a Union meeting!!! There are only 9 union meetings a year, they are scheduled on the 4<sup>th</sup> Tuesday of each month except for the 3 months we don't have meetings (July, Aug and Dec). Most of the meetings start at 6:15 p.m. but we do have 3 that start at 11:00 a.m., which includes the January meeting on January

28th.

Please check our newly updated website for the times of the other meetings.

The Union meeting usually takes an hour to an hour and a half, all the officers are there and each one gives a report of what they are working on. The meetings are held at our Union office at 2261 Waters Drive, Mendota Heights, MN 55120.

Everyone is welcome, Postal Support Employees, Part Time Flexible's, and Full Time Regulars, the only requirement is you are a dues paying member.

This is a really good place to get informed on what's going on with excessing, abolishment's, PSE conversions, contract update and so on... If that's not enough we serve food, usually pizza and beverages and have prize drawings.

Jason Stevens  
Industrial Relations Director



*The Local has learned of the deaths of retired members Clinton Anderson and Gerald Lorentz.*

*Our deepest sympathies to their families and friends.*

# Harry Williams Memorial Scholarship

\*This scholarship is offered to current graduating high school seniors, whose parent or legal guardian must have been a member in good standing for a total of at least one year immediately preceding application or must have been a member in good standing for one year immediately preceding death or retirement.

\*\*This application must be sent to: Harry Williams Scholarship Committee, PO Box 21128, St. Paul, MN 55121, and postmarked not later than February 28th of the year of graduation.

## \*\*APPLICANT INFORMATION

SCHOLARSHIP APPLICANT'S NAME \_\_\_\_\_

APPLICANT'S SOCIAL SECURITY NUMBER \_\_\_\_\_

HOME ADDRESS \_\_\_\_\_

HIGH SCHOOL \_\_\_\_\_ YEAR OF GRADUATION \_\_\_\_\_

## \*\*APWU MEMBER INFORMATION

PARENT'S NAME (OR GUARDIAN) \_\_\_\_\_

SOCIAL SECURITY NO. \_\_\_\_\_ CRAFT \_\_\_\_\_ WORK LOCATION \_\_\_\_\_

HOME ADDRESS \_\_\_\_\_

## \*\*\*\*APWU OFFICE INFORMATION (TO BE COMPLETED BY APWU UNION OFFICE ONLY)

DATE AND TIME OF APPLICATION RECEIPT \_\_\_\_\_

MEMBERSHIP VERIFICATION (DATE JOINED UNION) \_\_\_\_\_

VERIFIED BY \_\_\_\_\_

The Committee, upon verification of each application shall place said application in plain "like type" envelopes and the envelopes will be placed in a drawing container. There shall be three (3) winners and a sufficient number of alternatives drawn at the April General Membership meeting.

All disputes concerning the scholarship program shall be submitted to the president within thirty (30) dates of the drawing, in writing. They shall be placed before the Scholarship Committee for review. They shall be answered in writing within fifteen (15) days.

**Must be mailed  
and postmarked.  
Faxed or hand-delivered  
applications will not be  
accepted.**

**AMERICAN POSTAL WORKERS UNION**  
**ST. PAUL, MN AREA LOCAL**  
**RULES AND REGULATONS**  
**FOR**  
**Harry Williams Memorial Scholarship Program**

Applicant must be son or daughter of an active, retired or deceased member of the St. Paul Area Local of the American Postal Workers Union.

Applicant's parents or legal guardian must have been a member of APWU St. Paul Area Local, in good standing, for a total of at least one year immediately preceding application or must have been a member for one year immediately preceding death or retirement.

Applicant must be a senior attending high school or other corresponding secondary school.

Sons and daughters of APWU National Officers and APWU Health Plan National Officers are not eligible for consideration.

Scholarship recipient must attend an accredited post-secondary school of his or her choice. Applicant must make own application for the school.

Applications for a scholarship must be made on an official application form. Completed application forms must be sent to Harry Williams Memorial Scholarship Committee; Post Office Box 21128; St. Paul, MN 55121, and postmarked no later than February 28 of the year of graduation.

Scholarship must be used towards pursuing post-secondary school education.

Harry Williams Memorial Scholarship Fund will provide three scholarships per year.

If award winner fails to attend post-secondary school in the award year, the award will go to an alternate.

Each Memorial Scholarship will be \$1,000.00 for one year of post-secondary school.

The amount of the Scholarship will be deposited with the post-secondary school attended by the student. When the recipient notifies the St. Paul Area APWU he or she has been accepted, \$1,000.00 will be sent to the business office to be applied to the cost of tuition, room and board.

An award winner may not accept more than twelve thousand five hundred dollars (\$12,500.00) annually from other scholarships, merits and grants. If the amount exceeds \$12,500.00 the Harry Williams Memorial Scholarship will be forfeited and will be awarded to an alternate.

APWU St. Paul Area Local may discontinue awarding new scholarship if funds do not permit.

The Scholarship Committee shall consist of up to six (6) members. Two (2) of these members shall consist of the current elected Secretary and Treasurer. One (1) member shall be a current elected Trustee to be appointed by the President. The remaining members shall be appointed by the President. The President shall be the chief overseer of this Committee.

The Committee shall be convened by March 15<sup>th</sup> or the Monday thereafter. The Treasurer will have verified all the membership qualifications by this date.

The application forms for the scholarship shall appear in the Postmark in the months of January and February. The draws shall be held at the April General Membership Meeting of the St. Paul Area Local APWU.

The Committee, upon verification of each application, shall place said applications in plain "like type" envelope and the envelopes are to be placed in a drawing container. There shall be three (3) winners and a sufficient number of alternates drawn.

All disputes concerning the scholarship Program shall be submitted to the President within thirty (30) days of the drawing, in written form. They shall be placed before the Scholarship Committee for review. They shall be answered in writing within fifteen (15) days.

These rules governing the Harry Williams Memorial scholarship Program can only be amended, changed or deleted once a year at the November General Membership Meeting.

## 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 January 15, 2020 at 11 AM at the St. Paul, MN Area Local's office, 2261 Waters Dr., Mendota Heights, MN 55120.

The \$50.00 drawing at the September meeting was won by Scott Rodriguez. The drawing is held at each meeting. You must be present to win.

As the end of 2019 approaches, I am wondering where we will be at this time in 2020. Will the Postal Service survive under the attacks by the current administration? Will the new Postmaster General be a friend of privatization or will he/she support universal service as established by our founding fathers? We must let our congressional representatives know that their continued support of the postal service is paramount to the survival of this vital service.

Will the man currently occupying the White House be re-elected? Who will be the nominee for the Democratic Party? Will that person be someone who can get past the electoral college votes? Are you registered to vote? You can register at the polls in most states. You just need a valid ID. VOTE!!!! Your way of life depends on it.

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 jeopardy.

Hold them responsible for their decisions. It only takes a minute.

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

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

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

**Capitol switchboard**

**202-224-3121**



### **Retiree Dues for 2020 are due!**

With death benefit— \$18.00

Just membership - \$12.00

Send to:

PO Box 21128

St. Paul, MN 55121

## Hello Maintenance

Well I hope you all were able to enjoy the Christmas Holiday with your loved ones this holiday season, and I hope the New Year brings good things to us all. Unfortunately, that does not seem to be the case here at the Saint Paul PDC Installation. Management is doing everything it can to dismantle the Maintenance Craft as we have known it. On a daily basis the Union is contacted by Craft employees due to Management violating the contract, which is why the Union exists, to represent the Bargaining unit employees. Some violations are small and some are huge. But no matter what the issue is, we are here to provide representation. I have been meeting on the backlogged step 2 grievances and processing them to get them resolved or appealed to the next step in the grievance process. I am very optimistic that we should be caught up in the early part of the 2020 year with all outstanding grievances, so we can concentrate on the more recent grievances so the wait is not as long. With that being stated, we are always looking

for Maintenance Craft members to step up, that are interested in becoming a union steward on tour 3 and tour 1. Here are some things, to keep on mind for the 2020 New Year where Management has fell short, and proves the need for Union stewards.

First, they implement a failing MS-47 TL-5 Custodial Team Cleaning (CTC) without fully implementing the actual team cleaning methods then the wonder why the program does not work. They sabotage themselves then blame the Union when they have to pay the required remedy. But of course it is the Union's fault they refuse to comply with the intent of the MS-47 agreement.

Second, now they are going after the Building Equipment Mechanics (BEM) employees and the way they perform their work on a daily basis with the implementation of the new MS-1 requirements. We all know how they handled the MS-47 changes.

Furthermore, there is the issue of some Maintenance Management here that is inadequately trained to handle personnel or how to run day-to-day issues without causing further problems. It seems that they are very quick to issue discipline to Craft employees without cleaning up their own problematic supervisors.

These are just a few of the issues that affect the bargaining unit on a daily basis. So if you are interested in helping the Maintenance Craft by becoming a Union steward let me know.

I hope all of you have a wonderful New Year!

Jim Pierce

Maintenance Craft Director

## New Members - PSE Clerks

Bisrat Adugna	Christopher Ellison	Gertrude Kumordjie	Bryan Seorum
Ebiseimokumo Asain	Wendwosen Erenso	Erin R. Lewerenz	Abewaw Tegegne
Mulugeta Ali	Ali Farah	Jurens Mandingi	Diriba Wereti
Youssouf Ali PS	LaToya Fleming	Luisged Mekonen	Choua Xiong
Martha Atomsa	Hiwot Gangeso	Kelemua Mengesha	Mashoua Xiong
Getahun Awash	Marta Gebreamanuel	Meron Mengesha	Sue Ann Yang
Desta Bandamo	Hawi Gerba	Justin Mitchell	Yia Yang
Bogalech Berhane	Roza Haile	April Mizer	Ahmed Zahra
Jessica Berkovitz	Willena Hall	Dina Muhenu	Gretchen Zbichorski
Marcus Coyle	Roza Hordofa	Esther Ngoma	
Robert Curtis	David Houle	Leyla Noor	
Admase Dagmawit	Baraka Ibrahim	Jordan Poff	
Beka Deressa	Crystal M. Johnson	Jason Prantner	
Degefe Deresa	Kelvin Keopraseduth	Shykemmia Rockingham	
Jonathan DeVillez	James Kollie	Jacques Sagno	
Awel Ejeta	Alemayehu Kulbada	Wegayhu Sahl	

## Hello Brothers and Sisters

I hope everyone had a good Christmas and a Happy New Year. It has been a very busy year in the union office. The stewards have filed 1500 grievance this year and a 1000 of them have been settled at step 1 and the remaining 500 hundred have been sent up to me at step 2.

We had 93 reversion case that were filed this year, which means about 100 bids were taken from this plant . Which means the conversion of PSEs to Regular in the Plant and in Customer Service has slowed to almost a stop. As your Craft Director for almost 9 years, this is the most grievances we have done since I have been elected. So I would like to thank all of the employees who have written a statement so we can represent you and I would like to thank all the stewards for their hard work that they have done.

There have been some issues that I will try to clear up. First if you take time off due to having your baby before you leave for this

you need to fill out a 3971 requesting the time you just can't assume your supervisor know you are having you baby and you will be gone. Second if you have questions regarding FMLA ask for a steward for anything.

Thirdly at AO's , if your supervisor or manager is going and picking up mail at a different office; that is Bargaining unit work - not their work, so please report that to the union office or a steward.

Again if a PI or OIG wants to talk to you or even your supervisor ask for a steward so we can protect you.

**AO's** - if anyone retires or gets fired ,or quits let us know.

Bruce Gutzke

Clerk Craft Director

## Recent Grievance Settlements

The Union settled grievances for a total of \$16,713.00!

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.

## Winners from the November GMM

**You must be present to Win!**



\$300 - Brylle Pitogo

\$50 - Jim Zewers

50/50 - Matthew Garcia

### **Cub Gift Card Winners**

Pat Hawkins

Matt Garcia

Keith Landsman



Jim Pierce

Jeff Miller

Kim Richardson

Bruce Gutzke

Tim Strong

Adam Godes

Shelley Fleming

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



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**OFFICERS**

Todd Elkerton .....President  
 Dave Cook .....Vice President  
 Jason Stevens .....IRD  
 Shelley Fleming .....Secretary  
 Tim Strong..... Treasurer  
 Bruce Gutzke.....Clerk Craft Director  
 Jim Pierce.....MNT Director  
 Adam Godes ..... MVS Director  
 Kim Richardson.....Trustee Chair  
 Terri Griner ....Trustee Clerk  
 Matt Garcia .....Trustee MNT  
 Gary Walsh.....Trustee MVS

The new website is up and running!  
 Check it out !  
 Stpaulapwu.org

**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.  
 May 26 - 11:00 a.m. DAY MEETING  
 June 23 - 6:15 p.m.  
 No 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!**

Congrats to Scott Rodriguez who won \$50 at the November Retiree Meeting. You must be present to win!

We meet every other month, on the third Wednesday of the month, with a get together luncheon on the off months, all are welcome!

**Next Meeting - January 15th,**

**11:00 a.m. at the Union Office**

**2261 Waters Dr.**

**Mendota Heights, MN 55120**

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

**651-778-1637**