

APWU

St. Paul, MN Area
Local APWU AFL-CIO

POSTMARK

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

WOW, as I sit down to write this article, the State Fair is in full swing, Labor Day is Monday, where did the summer go. This summer has been similar than many in there have been many things happening. We had an Article 12 event within the installation in our Bulk Mail Unit, the impact was to one person who was excessed out of section, however it also impacted others who helped lessen this number by bidding new duty assignments. All will have retreat rights and the section will have in section bidding until these rights have been offered. Also, in the clerk craft, management is again reverting most duty assignments as they are vacated in St. Paul Processing and Distribution and Station and Branches.

In the maintenance craft, there was another Step 3 agreement concerning MS-47 TL 5 compliance for FY 2017 for the Airport Custodians. The St. Paul Processing and Distribution/Station and Branches has yet to be settled for this same time period. With a recent regional arbitration, management thinks they are now able to make an argument concerning the remedy we are seeking. So, I expect it to be scheduled for Arbitration at some point and then see what happens. Further, the parties at the National Level have agreed to new MS-1 TL 6 manual which

we are just now starting to learn what was agreed to.

The National APWU will be starting Interest Arbitration concerning our Collective Bargaining Agreement on September 4. These hearings will likely last through the fall and early winter, hopefully wrapping up by Christmas. It is asked you continue to support our leaders as they work hard to secure an agreement.

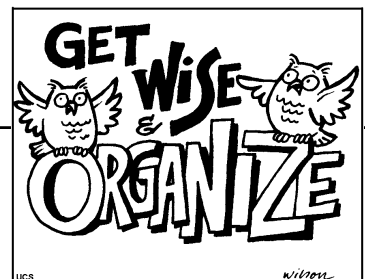
While National Contract Interest Arbitration starts, so also will a National APWU election be occurring ballots will be mailed out from Washington DC starting the 2nd week of September. This is an important election and we ask you participate and return a ballot to make your voice known. The ability for every member to have a vote is not provided in every union for election of National Officers. However, it is a right our members fought years ago to secure. Over the years, our members have forgot this lesson and we are seeing less returning the ballots. Please vote in this election it's your choice which makes this Union recognized as one of the "most democratic unions" in the world. Every member gets a vote is truly an important right afforded us.

The St. Paul Area Local is grateful for your membership and support. I believe we are part of something special. The ability to



stand up for all workers is something very few workers get. We do not take this for granted. We are better together and our mutual support of each other allows us to find solutions to our shared problems. No one does it alone. We need each other to create a workplace which provides dignity and respect. Far too often management is not grateful for the work we do each day and treats us with disrespect. The difference is we have an effective way through the contract to resolve these disputes. We stand ready to help all members with their issues at work. With this said we are in need of Stewards on Tour 1 and Tour 3. Please consider helping your co-workers today.

Last, we have an open Motor Vehicle Trustee position, if you are interested please contact us. It is important we fill this position.



SAFETY LEADERS

The Safety Leaders were established in part due to the number of accidents in the Northland District. The group was started by the Northland District Manager, Tony Williams, and the unions. Each member on the team was put there at the urging of their respective unions. Representing the American Postal Workers Union (APWU) is Jeff Miller, a clerk from South Saint Paul/Inver Grove Heights. Jonathan Frack is also with the APWU and works maintenance at the Saint Paul Plant in Eagan. Susan Becker represents the National Association of Letter Carriers (NALC). Daniel Ansa is with the National Postal Mail Handlers Union (NPMHU). Annette Scott represents the National Rural Letter Carriers Association (NRLCA). Ann Bifulk is a Safety Specialist assigned to the team. Jim Hanson rounds out the team as the leader or representative for the National Association of Postal Supervisors (NAPS). Our motto is: Safety Leaders collectively work as a team with all employees to eliminate unsafe acts and improve the safety culture in the Northland District through observation, engagement, and the use of safety resources.

We are out visiting post offices daily, and seeing what safety con-

cerns are in the office and on the street with the carriers. As Tony says, we are not an "I got you group." We are not out there to get people in trouble. We are out there to point out safety deficiencies and to try and come up with a safer way to get the job accomplished. Some of the concerns we deal with are crumbling floors, lights out on workroom floors, and carriers not wearing their seatbelts. One thing we also see a lot of is dog bites across the district. It is not just carriers that are getting bitten, we have also seen a couple of clerks receive dog bites. Please, if it is not your dog do not try to pet it, even if the owner says it is a nice dog.

You can reach anyone of the Northland District Safety Leaders at: SafetyLeaders@usps.gov

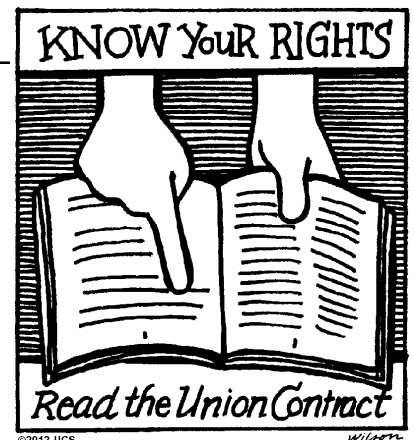
Dave Cook,

Vice President

Recent Grievance Settlements

The Union settled grievances for a total of \$98,052.

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 Craft

I hope you all have been able to enjoy your summer this year.

There have been some changes made to the Laborer Custodial Occupational Group regarding the reporting process for the Preventive Maintenance (PM) routes at the Stations and Branches. Management has unilaterally removed the PM routes, for the Custodial work performed at the Stations and Branches, from the eMARS reporting system and implemented a new reporting process, called Custodial "CW" Workplan.

Even though the Union is grieving the fact that Management has given away bargaining unit work and assigned it to Management at each of the Stations and Branches under a false pretense that it is a better tracking method, which is complete bullshit and everyone knows it. This is not an accurate accounting of actual work performed by the Custodians. Management would like everyone to believe that the "CW" program is a better and more accurate tracking system.

I am going to state the obvious here and tell all Laborer Custodial employees assigned to the Stations and Branches to start writing down every task you perform on a daily basis. You are going to have to

own what you do everyday, because Management rolled this program out to reduce their financial liability for Line H, instead of actually Staffing to appropriate staffing levels to eliminate the Line H payouts each year.

Management has had 5 years to comply with the MS-47 TL-5 Agreement and they cannot accomplish that, so what makes anyone believe that this new program will miraculously work. If you are assigned to a bid position at a Station or Branch, it is very important that you keep a detailed daily log of what you do everyday. DO NOT ALLOW Management to keep the only tracking of work performed. They do not have your best interest in mind, which is evident in how they have approached the debacle called MS-47 TL-5. The tracking of work should consist of every daily task that is scheduled and all other duties you perform throughout your work day. This will be used to compare to what Management claims is completed.

Here are some of the issues to look out for on your daily assignment sheets:

NEVER write complete "C" on any PM Route that you did not perform.

Write the actual time it took to perform the task up or down.

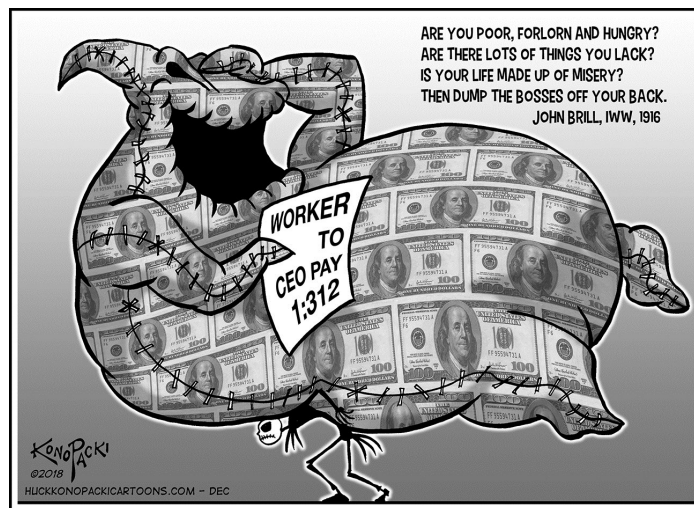
If you perform duties during the work day that are not included on the assignment sheet write in what you did and the amount of time it took you to perform the work.

Keep a personal record of the work you perform on a daily basis, and make sure what you turn in on your assignment sheet matches what was turned in. (You can make copies of the assignment sheet you turn in as a record).

I cannot stress the importance that you keep detailed work records, to ensure that Management, accounts for work hours and PM routes correctly. It is going to be up to the Laborer Custodial employee assigned to the Stations and Branches to account for the work performed on a daily basis.

Note: The above article is a reminder to the Laborer Custodial employees that work in Associate Offices to keep detailed records

Jim Pierce
Maintenance 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 9/18/19 at 11 a.m. at the St. Paul, MN Area Local's office at 2261 Waters Dr, Mendota Heights, MN 55120.

The \$50.00 drawing at the July meeting was won by Dan Blees. At Dan's request, the money was sent to the Eastside Freedom Library. The drawing is held at each meeting. You must be present to win.

Our annual picnic was well attended. Thanks to John Langford and Ray Moore for their service as "grill masters". Thanks to all who brought additional food, condiments, etc. and to those who helped clean up. We couldn't have a successful picnic without the help of the office staff, Jane and Sheila, and of course, Local President Elkerton. Thanks to Jane, Sheila and Todd.

To repeat my plea in every article... **PLEASE call your congressional representatives!!! The Capitol switchboard number is 202-224-3121.** Tell them to stop being bullied by Mitch McConnell and do their jobs. Tell them to leave the postal service alone. While you are talking to them, tell them to leave social security, Medicare and our

veterans alone too.

The United States Senate Special Committee on Aging is helping to protect older Americans against fraud and to make people aware of the serious problems caused by fraud. Their toll-free hotline is **1-855-303-9470**. Report the calls you get from people who claim to be a relative who is in trouble, who claim to be the IRS and if you don't pay up you will be arrested (that is the number one fraud attempt right now), who claim to be from the social security administration, or from those who threaten an impending lawsuit if you don't send money immediately, etc. Protect yourself. If in doubt, confer with a family member or discuss the issue with a police officer. Older Americans lose an estimated \$2.9 billion every year to these fraudsters.

As always, you may contact me via my email address lreed6112@col.com. You can also call the union office at 651-778-1637. 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.



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

Capitol switchboard

202-224-3121

WHAT WILL YOU DO?

As I write this article, summer is winding down. It is State Fair time once again and most children will be back to school in a week. The move from summer into fall means our Peak mailing season is also barreling down upon us. As usual, I am sure management will enter the Peak mailing season short on staffing, which will result in management performing bargaining unit work just like last Peak. As a result grievances will increase as management shows total disregard for the Collective Bargaining Agreement.

The Union needs your help if we are going to be successful at protecting bargaining unit work during Peak season and any time of the year. You, the members, are the Union. Without you requesting a steward to report violations, we only catch a fraction of them. What has been troubling as a union representative lately is members' refusal to write a statement unless they are getting paid in the remedy. Although some extra money is nice, that is **not** the reason we file grievances. Our main goal is to protect work and bids. We need to get the notion out of our heads that it is only about the money; this type of a mentality will surely lead to a loss of bargaining unit work and jobs.

If you see management performing bargaining unit work regardless of the craft, section or tour ask for a steward and write a statement. Stand up for your coworkers and show management we support each other. A loss to one of us is a loss to all of us. You are not alone, management may be able to hide violations from one member, but they can not hide it from hundreds of members. Let's remind management that we are one united work force working for the betterment of all workers.

I leave you with a quote from one of our National APWU leaders:

"At the core, labor unions (we) are working men and women, unified as one force. Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers. We rise up together for the greater good. We defend one another like family."

Credit: Sue Carney Human Relations Director, The American Postal Worker Magazine, March/April, 2014

In Solidarity,
Dave Cook, Vice President

VETERAN'S CORNER

This month's article I want to address the newly signed Legion Act Law that was recently signed by President Donald Trump on July 30th, 2019 that opens the door and allows the roughly 6 million veterans to access American Legion programs and benefits for which they previously had not been eligible. There are approximately 6 million peacetime veterans that went to long, without the ability or the recognition, for their service time, and it is about time that these men and women are allowed to rightfully join the American Legion.

The American Legion's eligibility criteria immediately changes from seven war eras to two war eras, from April 6, 1917 to November 11, 1918 and December 7th, 1941 to a time to be determined by the federal government. No other restrictions to American Legion membership are changed.

If you are, a veteran who was previously exempt from joining the American legion and you are interested in joining your local American Legion Post, do not hesitate to stop in and check them out. This is your time to be recognized for your service and personally I feel it is way overdue.

Thank you for your Service

Jim Pierce

Maintenance Craft Director





New Members

Zewdinesh Birru PSE Clerk	Mohamed H. Osman PSE Clerk
Mekdes Biru PSE Clerk	Chelsya C. Petersen PSE Clerk
Shari L. Bryant PSE Clerk	Ron Pfeifer Maintenance
Jessica K. Burvee PSE Clerk	Jodi E. Pittman PSE Clerk
Patience Chea PSE Clerk	Justin Rijal PSE Clerk
Ernesto Chongo PSE Clerk	Dorothy Shelton PSE Clerk
Timothy Demos PSE Clerk	Jaylen Taylor PSE Clerk
Adam Fimon Clerk	Nirpaul Toolsee MVS
Sandra L. Hvizdos PSE Clerk	Joseph Torrini Maintenance
Jacob M. Johnson PSE Clerk	Eve Townsend PSE Clerk
Steven P. Johnson Maintenance	Ju Vang PSE Clerk
Ivy O. Kennedy PSE Clerk	Keng Vang PSE Clerk
James H. Lee MVS	Arlanda Vinje PSE Clerk
Jeffrey D. Narlock Clerk	Lisa Werlein PSE Clerk
Nicolo A. Nethersole-Barnes PSE Clerk	
Emily K. Norton PSE Clerk	



Winners from the June GMM

Door Prizes

\$50 Jim Pierce

50/50 Sue Rodriguez

\$300 Mohamed Mohamed (not present)

You must be present to win!



Clayton Anderson
Retired

Gasper Giacalone
Retired

Eugene Hoff
Retired

Lester Dana
Retired

Joseph Hochbein
Retired

*Our deepest sympathies to their
families and friends.*

HOW DOES A PSE GET CONVERTED?

There is a Memorandum Of Understanding (MOU) that explains all the details but I will give you a summary of it. Basically what happens is every 28 days a bid sheet comes out for career employees to bid on. When the bid sheet closes whatever bids were not bid on becomes residual. The next Month the bid would be placed on 21-day eReassign, if that district is under a withholding. If nobody bids on it or the district is not on a withholding the bid would be placed on normal eReassign (this allows any career employee to transfer to other areas in the country, although you do lose your seniority). If nobody bids on it, it comes back to the facility and if there are any unassigned regulars they would be placed in the bid. If it goes through all of its steps (there are more but they are less common) then it would be offered to the senior PSE to be converted. It normally takes 3 to 4 months

when a bid becomes residual to when a PSE gets converted into it.

The problem we have now is that Management has been reverting bids that become vacant therefore reducing the amount of bids for career employees to bid on. And greatly reduces the chances of a bid to become residual. This will also slow down the conversion time from non-career to career. As stated in previous articles the Union has filed grievances on each and every bid that Management has reverted and will continue to fight for every job for career employees to bid on and PSE to get converted into.

Get the paperwork before you go!

It is very important that when you take time off you get the required documentation before you leave. Too many employees are taking Management's word for it

that they are covered and when you return you are being charged with AWOL or are being brought in to be disciplined. What happens is a supervisor gives you the ok and you leave, then the MDO or Manager starts asking were you are? The supervisor realizes they are going to get in trouble so they deny they agreed to it. Since you don't have an approved 3971 there is no way to prove they agreed to it and you get discipline. Get a signed copy of the 3971 or change of schedule before you leave or you may find yourself in hot water when you return.

Jason Stevens

Industrial Relations director

Are You an 'Extreme Early Bird'?

Early to bed and early to rise? In its extreme form, this tendency is more common than previously believed, according to a new study. Going to sleep at 8 p.m. and waking up as early as 4 a.m. is called advanced sleep phase. It was believed to be rare, but this study concluded that it might affect at least one in 300 adults.

In advanced sleep phase, your body clock (circadian rhythm) is on a schedule hours earlier than most other people's. You have premature release of the sleep hormone melatonin and shift in body temperature. Advanced sleepers also wake more easily than others and are satisfied with an average of five-to-10 minutes extra sleep on nonworking days, compared with the 30-to-38 minutes more sleep that other people would take advantage of, according to study senior author Dr. Louis Ptacek. He's a professor of neurology at the University of California, San Francisco.

Advanced sleep is not the same as early rising that develops with normal aging, or the waking in the early hours linked to depression. "While most people struggle with getting out of bed at 4 or 5 a.m., people with advanced sleep phase wake up naturally at this time, rested and ready to take on the day," Ptacek said in a university news release. "These extreme early birds tend to function well in the daytime but may have trouble staying awake for social commitments in the evening," he added.

In order to determine the prevalence of advanced sleepers, the researchers analyzed data from more than 2,400 patients

at a sleep disorder clinic. Of those, 0.03% was determined to be advanced sleepers.

This is a conservative estimate, the study authors explained, because it did not include patients who didn't want to participate in the study or advanced sleepers

who had no need to attend a sleep clinic. The researchers also said that all of the advanced sleepers in the study reported at least one close relative with the same early sleep-wake schedule. "We hope the results of this study will not only raise awareness of advanced sleep phase and familial advanced sleep phase, but also help identify the circadian clock genes and any medical conditions that they may influence," Ptacek said.

MORE INFORMATION: The report was published Aug. 6 in the journal *Sleep*. The American Sleep Association has more on advanced sleep phase. -- Robert Preidt

SOURCE: University of California, San Francisco, news release, Aug. 6, 2019
FRIDAY, Aug. 16, 2019 (HealthDay News)
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2261 Waters Dr
Mendota Heights, MN 55120

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Dave CookVice President
Jason StevensIRD
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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

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 Meeting

September 18

11:00 a.m.

2261 Waters Drive

Mendota Heights

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