

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

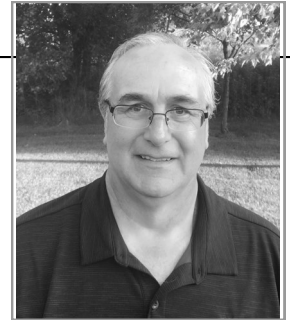
Happy Thanksgiving

As I sit down to write this article on November 4th, the morning after the General Election, there is still not a clear-cut winner for President of the United States. One thing is for certain, we are a deeply divided Nation with diverse beliefs on what we believe is right for us in policy decisions. This year, the Executive Board partnered with the AFL-CIO and sent three letters to our membership encouraging you to vote for those candidates who stand up for protecting your union jobs.

This was not a decision which was made lightly and was preceded with a spirited debate while making the decision, recognizing the diverse opinions of our Executive Board. In the end, it was decided due to the President's attack on the workers of the USPS in the run up to this election and him being the first President in the history of the United States to bring forward proposals to privatize the USPS, we needed to communicate to you, our members, that the rights and benefits you enjoy could be taken away from you. At the end of the day, it is our responsibility to stand up for the workers we represent and battle hard to keep the gains we have made through Collective Bargaining. Being 50 years removed from what the conditions were prior to Collective Bargaining, many of our members don't know our conditions as Postal Workers have improved since the Great Postal Strike. I want to thank all of you who took the time to vote no matter who you chose. Today is no different than any other, we continue to struggle as workers for dignity in the workplace. I am hopeful that despite our diversity, we can all come together to make our workplace better for us all. We are better together and the challenge to work for a better tomorrow.

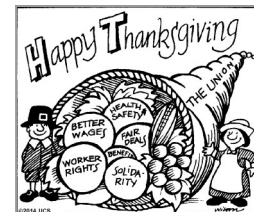
COVID-19 continues to affect us workers, the last month it truly affected our ability to represent as six of our Officers and Stewards were placed on quarantine due to contact tracing after a positive test occurred. Dave Cook was

proactive and obtained an extension for grievances for 30 days to allow us to file the necessary grievances on behalf of our



members when we returned. Just this week the USPS changed its close contact tracing to now include someone even if they are wearing a mask if they spent more than 15 minutes within six feet of an infected employee during the course of a work shift. This will mean increasing people being absent from work due to the requirement to quarantine. This will be a tough Christmas season as the numbers appear to be increasing. Please be aware of your work assignments and try and stay six feet away from your fellow workers over the next few months. This is another example of how we need to look out for each other. Also, if you are sick stay home. If you have a family member who tests positive please don't come to work and inform management. We have had some instances where people come to work not understanding this important guideline and then become positive themselves and affect the people they work with.

Last, we continue to have our General Membership Meeting through Zoom. You can participate through a phone call, through the computer internet. It is pretty easy and we would enjoy seeing some new people join us for meetings. I wish you a great Thanksgiving and hope you find a way to enjoy it.



Continued on page 2

VICE PRESIDENT'S REPORT

As the weather cools down, it is clear the Peak mailing season is once again fast approaching. The penalty overtime exclusion period has been set and will start PP 25 WK 2 (November 28th, 2020) and go thru PP 1 Wk 1 (December 25th, 2020). We have been notified that the Peak Annex will be in Shakopee this year and as such will fall under the jurisdiction of Minneapolis Area Local. We have a meeting scheduled with local management on Peak season and overall operational plans the week of November 2, 2020. As the Peak Annex is not in our jurisdiction it will not be staffed by employees from the St Paul bid cluster. However, as PSE's do not hold bids there is a chance they could be sent to the Annex during Peak season.

As I am sure you are all aware we are already seeing increased volumes of packages, partly due to Covid. With the recommendations to limit your time in public settings, I am sure there will be more shopping done online than ev-

er before.

As usual I am sure there will be plenty of overtime available so get your rest now! In the end the Service will rely on our seasoned bargaining unit employees to get thru the Peak mailing season. I am sure Covid 19 will throw additional challenges our way during this Peak season. We cannot let our guard down. Remember to work safely and protect yourself. Make sure you continue to wear your face masks and clean your work area frequently. The membership has approved a motion to purchase Union made APWU face masks for our members. Stop by the office or speak with a steward and we will be sure to get a mask to you. We are all in this together!

In Solidarity,

Dave Cook

Vice President

HELLO SISTERS AND BROTHERS

I would like to Thank You for allowing me to attend the Minnesota State Convention on October 4 - 6 2020 in Brainerd MN as a delegate. At this Convention I was one of the three delegates on the Credential Committee where we verified the eligibility of the delegates and Members-At-Large coming into the Convention. Resolutions that were brought from the Four State Caucus were voted on.

Also at this convention was the election of Minnesota State Officers. This was a great opportunity for me to learn more.

I would like to wish you all a Happy Thanksgiving.

Thank you

Shelley R. Fleming



There is no Postmark in December. See you in January!

OPEN SEASON November 9 - December 14

Open Season for Health Insurance is coming up. This is your chance to review the various plans and choose what works best for you.

To compare plans, go to OPM.gov, select insurance, then you can choose 3 plans to compare. One warning, the OPM site does NOT list the APWU career for a year rate for the consumer driven plan.

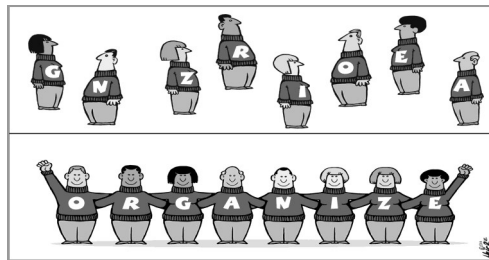
You can also go to the APWU health plan site and select open season to see all the changes for the plan this year.

One major change is the APWU is offering a Medicare advantage plan for high option members with Medicare parts A and B. This plan offers extra benefits, and offers a \$50 a month reimbursement on the premium.

With the Covid restrictions, the APWU is offering virtual health fairs every Tuesday and Thursday. To register for one of these, go to apwuhp.com.

As always if you have questions about the APWU plan benefits you can call me at the union office. 651-778-1637.

Jane Masterman



General Membership Meeting Drawings September

*And the
Winners are...*

Door Prizes

**\$300—Mohammed Sheikh - not present
(you must be present to win)**

\$50

Sue Rodriguez

DON'T BECOME COMPLACENT WITH COVID

Back in early October around midday I had a light cough, about an hour later I had another one, an hour later another one. I had no other symptoms at all, this continued for the rest of the day. I did not think I had COVID but the simple fact that I was coughing I thought I might be getting a cold and called in sick.

About three days later my wife started getting sick and had about 8 of the 10 symptoms of COVID. Five days in and I still only had a light cough and started to get body aches. We tried to find a testing spot but found out they are hard to get. We ended up having to schedule an over the phone doctor's appointment, after speaking to him he authorized us to get one at a different facility. We called them and got an appointment the next day.

Two days later my results came back and the next day hers came back, both positive. At that point it was very clear that all of us had COVID. Out of the three of us, I had the least symptoms but it still was hard to get through. I was so disappointed that I brought this home to my family and they had to go through this, everyday I prayed to GOD that we all get through this.

Back in April when this started, everyday when I came to work or went to stores I would wash my hands at least 20 seconds every time I touched door handles

or anything else other people touched. I also had a bottle of hand sanitizer in my pocket in case I couldn't wash my hands.

When I got COVID I had no idea where I caught it. My wife works from home and my son has been distant learning. We have limited almost everything except work and getting food and necessities. I am writing this article for two reasons. One is to remind everyone to not become complacent when it comes to protecting yourself from COVID. When you go month after month without seeing or knowing anyone that has it, you start to think what's the point or does this really matter. You wash your hands less, pull you mask down or off more or stand side by side when talking to people.

The second issue is symptoms, the post office has a liberal leave policy that states when you are sick stay home. Without that I would have continued to come in with just a light cough and possibly gotten people sick. Researchers say 20% of the people with COVID are asymptomatic which mean they have it but don't have any symptoms. So, the coworkers you are working with could have it, the people you are sitting next to without your mask on while you eat you lunch could have it. The small bubble of "safe" people (family and friends) we have limited ourselves to could have it.

We need to go back to when this started and look at each person as a possible candidate. Wash your hands, spray down surfaces with disinfectants, use hand sanitizer and most important social distant. Stay at least 6 feet away as much as possible. The CDC has changed their policy for "Close Contact Tracing". Previously the CDC guidance had said (paraphrasing) that someone needed to be around (within 6 feet) someone for 15 minutes continuously who tested positive for COVID-19 to be considered a "close contact". Also, the guidance allowed that if the infected and exposed were wearing face coverings they were not considered "close contacts". However, that has changed. Recent studies have shown that a person should be considered a "close contact" if they were exposed to an infected individual if they were around (within 6 feet) them for a cumulative of 15 minutes in a 24-hour period. This is irrespective whether the persons involved were wearing masks.

Jason Stevens

Industrial Relations Director

Recent Grievance Settlements

The Union settled grievances for a total of \$81,427.

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.

NEWS AND VIEWS FROM THE ST. PAUL AREA LOCAL APWU

When you get this Postmark the elections for 2020 will be over, unless of course Trump is suing everyone because he lost. I for one sure hope the election is over and done with.

- 1) Did we vote to preserve the United States Postal Service?
- 2) Are our retirement programs safe?
- 3) Do we still have access to Collective Bargaining over wages, hours of work and working conditions?
- 4) Will those who need it still have access to the Affordable Care Act and to coverage for pre-existing medical conditions, and to Social Security, Medicare, and Medicaid?
- 5) Will we have 4 more years of Trump's attacks or do we have a new President and Vice President?

We did not have a quorum for the September meeting and were not able to have election of officers 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 the officer structure.

The next meeting of the St. Paul Area Local Retirees Chapter will be held on November 18 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 Nancy Haberman. The drawing is held at each meeting. You must be present to win.

SO!!!!!! To repeat my plea in every article; PLEASE call your congressional representatives! The Capitol switchboard number is 202-224-3121.

I hope you and all your loved ones are safe and healthy. Happy Thanksgiving and Merry Christmas to all.

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 and or cell phone number. I welcome your contacts.

I look forward to seeing you at the next meeting.

Lola Reed Langford, Chapter President



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

Capitol switchboard

202-224-3121

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

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

HELLO MAINTENANCE

I hope you are all doing well, considering the year we have been going through. Just to think as we all grew up referring to the (1920's) Roaring 20's, this year (2020) will be known as the "Horrible 20's". On top of this being a horrible year on many fronts, I wish that I could report that things are going to get better regarding the Maintenance Department, but I cannot.

Maintenance Union Stewards Needed:

To be completely honest with all of the Maintenance Craft employees, we are experiencing many more contractual violations recently and I do not think it is going to get better. The unfortunate problem is there are not enough Maintenance Craft Union Stewards to handle all of the violations. Currently there are two Union stewards handling all of the grievances. I want to thank Matthew Garcia for the dedication and HARD work he has done to represent the Maintenance Craft. Matt has had to take on a great deal of the Step 1 grievances so I can concentrate on getting the Step 2 grievances processed, and I want to thank him for the commitment he has shown.

We have a need for Maintenance Craft employees to step up and become Union Stewards to help us enforce the Contract and to help each other navigate through these hard times that are coming to the Maintenance Craft, it is only going to get worse.

Stand-up Talks:

This COVID-19 has greatly affected ALL of us in one way or another and I hope all of you and yours are getting through this trying time unscathed. I hope Management is providing all of the Stand-up Talks, where they are actually reading them to you during the tour start-up meetings. If

Management is not actually reading the Stand-up Talks please let me know so this can be addressed. Management is required to read the Stand-up talks, not merely placing them on the tables or just handing them to you. There is a reason they are referred to as "Stand-up Talks".

Maintenance Work Order Issues:

I cannot stress the importance of accounting for EVERYTHING we do every day. If you are responding to Maintenance Calls, make sure you provide a WORK ORDER for each maintenance call you respond to for each incident, and use the three-digit descriptor as close as possible to identify what work you performed. NEVER use the descriptor "MISCELLANEOUS" anywhere on a "Work Order". We lose this time. Management cannot categorize the work time, so we lose all "MISCELLANEOUS" time.

I implore all of you to NEVER use the work code (LU – Miscellaneous) on any work orders, we will lose the time taken for the work that is entered with LU- Miscellaneous code.

Respectfully,

Jim Pierce

Maintenance Craft Director

Saint Paul Area Local

New Members

Graham P. Benson
PSE Clerk

John R. Metzger
MVS

Jessica L. Senn
PSE Clerk

Sara Chisholm
PSE Clerk

Bernadette Monsour
PSE Clerk

Ahmed Jirow
PSE Clerk

Kevin Pellew
PSE Clerk



HELLO BROTHERS AND SISTERS

Housekeeping It is very important to be on the right operation, they use this to create jobs and keep jobs. It is very important to wear your mask in the building; It is all our jobs to protect each other. So if you hear someone say put your mask on just do it.

Tour 3 there is a need for a union steward to help Terri out if you are interested write a letter to the local president. Thanks. I hope everyone got out and voted. Watch for flyers they will hold information on money bids that will be coming out over the

next two months. The next bid cycle should have 20 Customer Service bids and 4 Plant bids which will have money attached.

PSE I am very hopeful that there should be some residual bids coming up over the next two or three months, which will start the process of getting some PSE's converted but that process takes time. Once a bid goes residual it takes two months for that process to convert you so looking forward I am hopeful to see some conversions in April and May at the earliest. But the only reason this was possible was that

we won all but 9 Plant bids back and all Customer Service bids back. It was a team effort. I want to thank the membership for all the training that they have allowed officers and stewards to go to. This Union would not be as strong as it is if it was not for the members Thank you.

Peak season is coming up and I need everyone to work safely.

Penalty overtime exclusion is Nov 28- Dec 25.

Bruce Gutzke, Clerk Craft Director

MOTOR VEHICLE SERVICES

Hello my fellow craft members. I wanted to start this post with a thank you. Thank you for sending me to Brainerd for the APWU Minnesota State Convention. It was an eye-opening experience to learn more about how new contract language is written. It all starts with either a Pipe Dream or Passion and quite often it's a pipe dream. I submitted a resolution which reads "Management has to post bids within 14 days instead of the current 28 days". This helps speed up the bidding and possibly conversions to FTR". Hopefully it makes it to the next step and someday into the contract where it will benefit someone by cutting the wait time of posting in half. But again, thank you.

I want to say thanks to our VMF mechanics for doing the work they do, not only keeping the carriers going but also keeping US going but more importantly keeping us safe, Hats off to ya!

Now let's get down to business. It's the same ol' crap, day in and day out. 204B's doing bargaining unit work, Supervisors doing bargaining unit work, Face Masks, Christmas Annex, Hold

Down Violations, Discipline Issues, Etc. Face Masks... Have I mentioned how much I like these F*<King Masks, I'm sure I did, but just recently there was a Standup Talk that contradicted itself by saying masks are mandatory unless your able to maintain social distancing. Unfortunately, the Standup Talk IS WRONG so as much as I hate to say this...Please wear your mask, (sarcasm to follow) it protects people in so many ways, like garlic breath or somebody hearing something important you're trying to tell them, stops people from seeing you smile.. oh let's not forget how comfortable a tight mask is against your nose and face..pulling your ears outward so you resemble Dumbo.

On11/3/20 I settled a grievance for a violation that continues on a daily basis. When any Supervisor, 204B, Manager, Higher Level Detail, etc. does bargaining unit work that's a violation of the National Contract. When you tell the people running the department how to avoid this violation and they continue that's a violation of Common Sense. Thank you for the \$18,994.00

I have to be honest, I'm so irritated with the way things are run in MVS that every time I start a sentence I need to back-space everything I wrote. Every sentence is filled with anger and negativity so I'm going to keep the article short this month And I apologize for that.

In closing, I want to thank all my brothers and sisters in the Motor Vehicle Craft. I appreciate what you do, day in and day out. Without all of us working as a team, we'd resemble the workroom floor at the Plant which is a complete disaster so again ..Thank you.

Fighting For You, Fighting For Us,
Fighting to Win

In Solidarity,

Adam Godes

MVS Craft Director

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
Gary Walsh.....Trustee MVS



We're on the Web!
stpaulapwu.org



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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

Masks Required

GMM November 24 6:15 p.m.

Due to Covid 19 restrictions,
The November General Membership meeting will be over
Zoom. Please contact the Union office and we can email you
the link to join the meeting.