

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

Spring is here, COVID19 has not gone away.

Spring is here! I have become a pretty active bike rider and trail walker. The paths are full of people. I have also noticed people are starting to leave their homes and return to workplaces. I have been in three traffic jams in the last week after going a year without. It is clear we are starting to come out of our houses.

Last month, we lost our first member to COVID19. I do not have permission from the family members to use this person's name so I won't. The person who passed away was one of the kindest sincere people I have met at the Post Office this death hit me hard.

Then directly after being notified, I was told my oldest son was sick with it, he spent a week feeling pretty beat up and is now back to work and still dealing with fatigue. The vaccine is now being made available to Postal Workers and I have been told many are getting the vaccine and are waiting for the second one.

Many have told me they will not be getting the vaccine and this is their personal choice. As for me, I am scheduled for my first dose tomorrow. With all this going on there is still a mask mandate for all USPS postal employees, please don't put your job in jeopardy and continue to wear your masks while at work. It is not an option at this point. I look forward hopefully sooner than later where we are able to work without them.

We just completed our Local Elections and all new officers were sworn in at the March membership meeting and have now started their new term for office. Thanks for all who participated, there were not many, and took the time to vote. On this same note, right after the election was completed, the National APWU cancelled the National Convention

for October this year. However, next year is the next scheduled Convention so those elected at large delegates will be given the opportunity next year to represent our members at the Convention.

The National APWU has begun preparation for National Negotiations for a new contract which expires this September. Watch for updates at the National APWU website.

We are still looking for Clerk Stewards on Tour 1 and Tour 3. If you interested, please leave us a message so someone can get back to you.

Stay Safe wear your mask at work and enjoy the spring.



Election Results

President Todd Elkerton

Vice President Dave Cook

Director Industrial Relations Jason Stevens

Secretary Camille Tucker

Treasurer Tim Strong

Clerk Craft Director Bruce Gutzke

Maintenance Craft Director Jim Pierce

Motor Vehicle Craft Director Adam Godes

Trustee Chair Shelley Fleming

Clerk Craft Trustee - Sue Rodriguez

Maintenance Trustee Matthew Garcia

MVS Trustee Ray Koser

Delegate to Convention

Shelley Fleming (117)

Matthew Garcia (107)

Sue Rodriguez (102)

Terri Griner (99)

Camille Tucker (78)

Jim Pranter (78)



Thanks to the Election Committee

Chairman : Pat Hawkins

Committee: Huong Ly, Sam Kim, Eugene Gorman, Tom Kubitza

Recent Grievance Settlements

The Union settled grievances for a total of \$64,256

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.

Trustee Chair Report

Hello Brothers and Sisters

I would like to take this opportunity to thank you for allowing me to serve as your Local Secretary for the past four (4) years. I am looking forward to my new Officer role as Trustee Chairperson and working with the newly elected Craft Trustees (Sue, Matthew, and Ray). Thank you also to the membership for returning

the Election Ballots for Delegate for the Conventions.

Shelley R. Fleming

Steward

Trustee Chairperson

Industrial Relations Report

Spring has arrived, the ice has melted, the grass is growing, the birds are singing and the weather is beautiful. Hopefully 2021 will get us back to normal. Although with that said, we have several changes coming. In the past St Paul & Minneapolis each had a Plant Manager and there would be a Senior Plant Manager that would be in charge of both plants. Normally they would be domiciled out of Minneapolis. Now, we have a Senior Plant Manager (Mary Alt) that will still run both plants but be domiciled here instead, we will not have a regular Plant Manager but will have at least one if not more Senior MDOs.

S/PM Mary Alt has made more changes in the last couple months than the last 10 plant managers combined (in my opinion). She is starting from the top and working down so we don't know what changes are going to affect the us

craft employees at this time. It seems like the changes she is making do make sense and will better the service which is good because if they make too many bad decisions and run this place to the ground we will not have a job to come to anymore.

She seems to be holding Maintenance to the fire right now and to be clear these are not major changes. She would simply ask for a railing to be installed or something to be moved and expect it to be done and it wasn't. I remember about 15 years ago when a plant supervisor went into Maintenance and shortly after that he told me that Maintenance was the black hole of the Post Office.

Speaking of changes, if your supervisor or manager changes a policy or practice that has been the same way your entire career, ask for a Union steward as it is probably wrong. Examples would

be your supervisor tells you, you can only look at the annual book or fill out a 3971 on your breaks or lunch. Questions you for going to the bathroom 30 minutes before your break or discouraging you from talking to the Union and just dealing with them instead. Unfortunately, these are all actual conversations that supervisor have had with employees.

I will end this article with two things, One I would like to congratulate all the Postal Support Employees (PSE) that have finally gotten converted to a full time regular (FTR). This is a life changing event and you have put a lot of time in to get to this point. Two, I would like to thank the Membership for allowing me to fill the Industrial Relation Director position for second term.

Jason Stevens

Hello Maintenance

I am humbled once again that you all have given me the opportunity to serve as your Maintenance Craft Director unopposed for yet another two-year term. I thank you all for this opportunity to continue the fight. As you all can see, there are changes occurring all throughout Maintenance and not all of them are beneficial to us the Maintenance Craft employees.

I hope everyone is fairing well throughout this unrepresented time of COVID-19 pandemic it has had profound impact on all of us. Mostly in how at the parties at the National level have agreed to certain allowances regarding the cleaning aspect in postal facilities. These agreements have placed a great strain on the local union's ability to enforce and file grievances, regarding the Line H enforcements for the 2020-2021 fiscal years grievance filings.

This reprieve from having to spend so many resources and time on calculating the Line H violations will allow us to concentrate on other important issues that are prevalent here at the Saint Paul Installation.

We will be addressing Management's challenge to a long-standing step 4 settlement and National level Arbitration settlement regarding what is known as the Shyam Das 5-7-9 case. Management has taken a stance that they have the right to assign MM-7 employees to perform Operational Maintenance also known as (Area Assurance or Coverage) by assigning the MM-7 employees to answer reactive calls for the SPSS on tour 3.

We have filed an ongoing and continuous grievance in regards to this issue and if you are a MM-7 employee that has been assigned to monitor or answer reactive calls to clear jams on the SPSS I implore you to provide a statement to the Union every day they assign you to this task. I also implore all Maintenance Craft employees to provide statements to the Union when you witness Maintenance Mechanic PS-7 employees performing higher level duties.

Step 4 Memorandum of Understanding RE: Outstanding Disputes Relative to Minimum Skill Level assignments on Preventive Maintenance MMO's, Dated 02/28/2011

3. All duties, which require troubleshooting and/or a decision to be made or a judgment call regarding what maintenance needs to be accomplished, repair made, method to be used, etc. shall be assigned to higher skill levels in maintenance and not to the position of Maintenance Mechanics, PS-7.

We cannot allow Management to abuse the MM-7 employees by assigning them higher level duties, when they are not being compensated at the higher level rate of pay. In addition, this improper assignment of higher level duties robs the higher level employees from possible overtime opportunities.

It is not unexpected that, at the same time Management is assigning the higher level duties to the MM-7 employees, they are reverting the higher level positions that should be assigned to perform these duties.

The Union is investigating the Employee Assignment Work

Sheets (EAWS), to determine if Management is assigning the Operational Maintenance Coverage for the SPSS and other Mail Processing Equipment. We have found that Management is assigning operational Maintenance PM's and Workorders to the MM -7 as well, on tour three. The Union is finding many improper issues regarding the EAWS and we are thoroughly investigating these issues, we find more every day.

Management has been assigning PM routes with Checklists that are either obsolete or do not exist, such as, but not limited to the ATU Operational Maintenance Checklist 119 or 219. One of the more troubling issues is how are the employees expected to complete PM routes, that require them to follow a specific Checklist, and it is not available. The question has to be asked, what is management accounting for by having employees sign off on a PM route, when there is not a clear definitive checklist to show what work is being credited. These issues are rampant throughout the entire Maintenance Department.

I request from all of the Maintenance Craft employees assigned to the Saint Paul P&DC to contact the Union for the following issues if you are directly or indirectly affected by these scenarios:

If Management directs you to complete all Pm routes issued to you regardless if you performed the work or not.

If you are a MM-7 and you are assigned to perform Operational Maintenance, Coverage, Area Assurance, or any other directive that requires you to answer reactive calls on mail processing equipment.

If you have been issued Preventive Maintenance (PM) and you do not have the proper checklist and it is not available.

We need to be united, not divided, in our fight to make sure Management is complying with the contract and treating employees in fair and equitable manner.

We are always looking for more Maintenance Craft Union members to step up and volunteer to become a Union steward to help fight against Management. I want to thank Matt Garcia, tour 2 Laborer Custodian PS-4 and John Turnberg Building Equipment Mechanic (BEM) PS-9 for stepping up to represent all of the Maintenance Craft.

Jim Pierce
Maintenance Craft Director

The next meeting of the St. Paul Area Local Retirees Chapter will be held on May 19, 2021 at 11 AM at the St. Paul, MN Area Local's office, 2261 Waters Dr., Mendota Heights, MN 55120.

We did not have a meeting in November or January due to the Pandemic. Nor did we have a quorum for the March meeting. We did have a lively gathering. Thanks to the Local's President, Todd Elkerton, for keeping us up to date with postal issues. One issue of much interest is President Biden's selection of nominees for the USPS Board of Governors. One of APWU's long time friends, Anton Hajjar, is nominated. He is very familiar with postal issues and would be a good addition to the Board.

The \$50.00 door prize for the March gathering was won by Dave Moen. The door prize drawing is held at each meeting. You must be present to win. Even if there is no quorum, we will have the drawing if anyone shows up. I hope we will have a quorum for the May meeting. We have a lot to discuss.

Because we couldn't have a meeting last May, we were unable to have election of officers. Those who were in office at that time have continued to serve. Our Constitution calls for election of officers in May of the even numbered year. If there is no objection at the May meeting, we will continue to serve until May of 2022.

I am hoping to be able to address the issues related to

the Constitution changes that have been discussed previously. The changes are all related to providing for a Vice President and establishing language addressing that and the duties related there-to. We need to have a back-up plan in case of illness or emergency. The Local's president has always stepped in when needed but he does have a demanding job to do and might not always be available to us.

SO!!!!!!To repeat my plea in every article; PLEASE call your congressional representatives!!!! The Capitol switchboard number is **202-224-3121**. Ask your family members and friends to call also. We must hold them responsible for their decisions. Our lives and the lives of our loved ones depend on it.

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 **stpau-lapwu.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 deaths of the following members. Our deepest sympathies to their friends and families.

Kerry Jewell
Clerk

Mary Ellen Moore
Clerk

Motor Vehicle Services

It's that time of year again, when we can gather outside and have a few drinks, 6 feet from our friends. I don't know about you but I'm sure you'll agree....I'm so sick of these masks and C-O-V-I-D. We have a new trend and it's called getting a Vaccine, rushed through at WarpSpeed you know what I mean. If you haven't been poked you'll get your turn soon, I'll wait till it's safe and people don't howl at a full moon.

On a different subject that I'd like to bring into view, the opportunity to represent MVS for another 2. If I didn't get your vote or earn your trust, that's ok as it isn't a must. Just know that I want the best for our group, that's 100% truth, not a lie or a doup. I'll continue the fight day after day, I won't let them stick it to us.

I've ripped 204B's, we all know how I feel, some are better than others, it's no big deal. It's ok if you transferred or think I'm a jerk, you're not following the contract, and I'm protecting our work. Supervisors can only do our work for one hour no more, this is clearly written out in a Step 4. And just when I think they'll ask for advice, who am I kidding they'd rather roll the dice. I guarantee its hollow where the frontal lobe should be, doing things over and over expecting different results is insanity.. just follow the contract and everything will be fine, if ya do the job right then I can do mine.

I hope you liked my little rhyme, now it must end as I'm all out of time.

I've told you before and I'll tell you again, if you have work questions...ask for a steward. If you're having work issues...ask for a steward. If you're being accused of anything...ask for a steward. Something seems unfair...ask for a steward. Your manager or supervisor must provide you a steward immediately but no later than 2 hrs OR tell you when a steward will be available for you or you could be eligible for a \$25 settlement.

Again, thank you for your votes....

Fighting for you

Fighting for us

Fighting to win

In solidarity,

Adam Godes

Welcome to our newest members!

Kelli Bates
PSE Clerk

Abiy Denberu
Motor Vehicle

Merron Fissehayee
Maintenance

Robert Harrold
Maintenance

Jada J. Hicks
PSE Clerk

Lisa M. Karas
PSE Clerk

Chamnanthe Kasteldt
PSE Clerk

Amanda A. Lissick
PSE Clerk

Fatima Mohamed
PSE Clerk

Pamela L. Ott
PSE Clerk

Randolph Reynolds
PSE Clerk

Monica Streeper
Clerk

Angela Sweeney
PSE Clerk

Tabetha White
PSE Clerk

Covid Leave

Brothers & Sisters,

In the ever-changing battle against Covid I wanted to update you all on a new Federal law regarding Covid leave. Effective March 12, 2021 Congress created the American Rescue Plan Act. Part of the Act created Emergency Federal Employee Leave (EFEL). This leave is available to all Federal employees who experience a Covid related absence under 1 of 8 qualifying reasons, until funds run out. The Act states:

PURPOSE.—Amounts in the Fund shall be available for reimbursement to an agency for the use of paid leave under this section by any employee of the agency who is unable to work because the employee— (1) is subject to a Federal, State, or local quarantine or isolation order related to COVID–19; (2) has been advised by a health care provider to self-quarantine due to concerns related to COVID–19; (3) is caring for an individual who is subject to such an order or has been so advised; (4) is experiencing symptoms of COVID–19 and seeking a medical diagnosis; (5) is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, if the school of such son or daughter requires or makes optional a virtual learning instruction model or requires or makes optional a hybrid of in-person and virtual learning instruction models, or the child care provider of such son or daughter is unavailable, due to COVID–19 precautions; (6) is experiencing any other substantially similar condition; (7) is caring for a family member with a mental or physical disability or who is 55 years of age or older and incapable of self-care, without regard to whether another individual other than the employee is available to care for such family member, if the place of care for such family member is closed or the direct care provider is unavailable due to COVID–19; or (8) is obtaining immunization related to COVID–19 or is recovering from any injury, disability, illness, or condition related to such immunization.

This Act is welcoming news and should help those employees forced to miss work as it relates to Covid. These absences will be covered by a paid leave so employees are not required to use their own accrued leave. In an attempt to encourage employees to get the Covid vaccine, the Act does allow a reasonable amount of leave if it is necessary to miss work to receive the Covid vaccine. Do not think you will automatically get the entire day off. I do want to make it clear that there are going to be some documentation requirements that must be met if employees submit for this leave. Due to what management viewed as abuse of the previous Covid leave which expired December 31, 2020, they intend on being a lot stricter on the guidelines/procedures necessary to qualify for this leave. If you do not provide the necessary documentation you will not receive the leave which could result in a letter of demand or use of your own leave for the absence.

With all of this being said, I humbly request that if you do not need this leave please do not take it. The purpose of this leave is to help those who through no fault of their own are forced to miss work due to Covid 19. The more people who abuse this leave the quicker the fund will run out. Once the fund is out, you will not have access to this administrative leave regardless of how sick you get. Lets all try and be responsible so those who absolutely need the help are able to receive it.

Solidarity,

Dave Cook

Vice President

General Membership Meeting Drawings

March



You must be present to win!

Door Prize—Grace Reinardy—not present

\$50 - Sue Rodriguez

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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Todd ElkertonPresident
Dave CookVice President
Jason StevensIRD
Camille TuckerSecretary
Tim Strong..... Treasurer
Bruce Gutzke.....Clerk Craft Director
Jim Pierce.....MNT Director
Adam Godes MVS Director
Shelley Fleming.....Trustee Chair
Sue RodriguezTrustee Clerk
Matt GarciaTrustee MNT
Ray KoserMVS Trustee

**General Membership Meeting
Schedule**

January 26 11:00 a.m.
February 23rd 6:15 p.m.
March 23 6:15 p.m.
April 27 6:15 p.m.
May 25 11:00 a.m.
June 22 6:15 p.m.
No meetings in July or August
Sept 28 6:15 p.m.
October 26 11:00 a.m.
November 23rd 6:15 p.m.
No meeting in December

**General Membership Meeting
April 27th
6:15 p.m.**

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