

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

Workplace Safety is Everyone's Responsibility!

April 28th, we observed Worker's Memorial Day to pause and remember those who have been injured or died while at work. This is a solemn day for me because we all want to return home after a day of work without injury or death. For more than 26 years know as a Steward and President for the St. Paul Area Local safety of our workers continues to be a priority. In fact, every Labor Management meeting we have with the Local Leadership Teams safety takes up at least 2/3rds of the time spent discussing issues. I would like to highlight three of the biggest issues which seem to get overlooked.

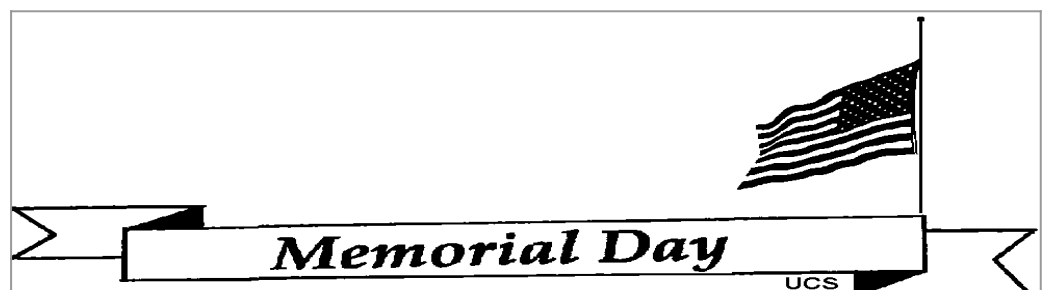
Dirty Bathrooms and Break Rooms. Nearly every facility we represent and I get the opportunity to visit have bathrooms and break rooms which are not kept clean. To be honest, I have gone into Truck Stops which are better kept than our facilities. It is especially troublesome in light of the current pandemic and management supposedly approved additional cleaning tasks for these to stay clean there should be no excuses for this uncleanness. We need your help in reporting these unacceptable conditions. How you report it is to fill out a PS Form 1767.

Floor Care- This is an issue at most Stations, Branches, and Associate Offices. When management changed the cleaning process, they changed the frequencies of floor care to a minimum required amount.

This minimum frequency of once a month had seen floor deteriorate. This deterioration in some situation has created possible exposure to asbestos from the mastic or adhesive which hold the tiles which no longer exists due to the sand and salt wearing the tiles down to nothing. If your floors in your facility as showing wear and deterioration to when you see the underflooring report this because an unsafe situation is present. Again, this is done through a PS Form 1767.

Galyords/Cardboard Pallets and rolling mail transportation equipment. During the peak season late last year when the Processing and Distribution Plants were at gridlock with packages the safety issues with the equipment used to transport parcels was on full display. This began an investigation into what policies and procedures does the Post Office have written for the safe use of cardboard pallets.

It was discovered there exists a Management Instructions PO-570-2006 which provides detailed instructions for this equipment. Within these instructions cardboard pallets containing any type of mail is to be secured at the bottom with either strapping or plastic wrap to prevent the container from slipping off the pallet while moving. **Continued next page**



President's Report Con't

Also, when stacking two cardboard pallets the bottom pallet is to have a cardboard cover which is secured with strap-ping prior to another being placed on top of it. In addition, the cardboard is to be triple fiberboard, which the USPS does not even allow local management to order. One more requirement is management is supposed to be prohibited from loading a trailer with any other type of rolling mail transportation equipment if they have stacked pallets on the trailer. We filled a PS 1767 on these issues a little over a month ago and management has failed to respond as to how they will comply with the required safety requirement.

Staying on cardboard pallets, in bullpen operations you should only be using the short waist high towers for sortation, many times I observe our member setting up larger towers which are between 5 and 6 feet tall in a manual bullpen operation. This is not an acceptable work practice. Please protect each other and use the shorter towers.

BMC/Large Aluminum OTR containers- According the Mail Equipment Transportation Manual these are supposed to only be filled to the point where one can push the equipment safely and see through the round holes at eye level. There

have been some significant injuries to employees who pull this full equipment where the BMC does not easily stop and it rolls up on the back their ankles. You are only supposed to push this equipment. Again, if you are responsible for filling this equipment respect each other and replace it when the mail get to the cut out circles at eye level This over filling of this equipment is and everyday violation and management has not taken the steps to educate and inform or employees of the unsafe practice it is to overfill.

Let's all take safety seriously and work safe and report safety violations on PS Form 1767 because we all want to go home uninjured after our work shifts. We need everyone to look out for each other.

Todd Elkerton, President

Vice President's Report

Brothers & Sisters

Late last week, the Office of Personnel Management (OPM) released guidance on Emergency Federal Employee Leave (EFEL) as it relates to the Covid-19 pandemic.

We have patiently been awaiting OPM to release this guidance as it has been like the Wild West out there as to what documentation management has been requesting of employees seeking this paid leave.

Per OPM's guidance, employees seeking to use this paid leave will have to fill out the following forms for their leave request to be approved.

- Employee notification and leave request form
- Employee agreement in connection with EFEL
- PS Form 3971 (Postal leave slip)

If the above forms are not completed and the required documentation is not provided, your EFEL leave WILL

be denied. If you have already been paid EFEL and you fail to provide the above information your leave will be changed to LWOP, you may have to use your own leave or you may receive a letter of demand.

Once the Fund set up by the Federal Government runs dry (no more \$), EFEL leave will no longer exist. Please see your Supervisor for the necessary forms required for an EFEL absence. If you run into issues with an EFEL request please request a steward and we will try and assist you.

As all issues involving Covid-19 are constantly changing we will try and get information out to the membership.

Solidarity,

Dave Cook

Vice President

Maintenance Report

Well it seems that a lot of changes are coming to the facility and to the Maintenance Department with the new District Plant Manager being assigned to our facility, many changes have started. What has not changed is the total lack of communication between Management and the Union. If anything, it has gotten worse since the new changes have started. Management has decided to unilaterally remove all Workman Bikes from the facility recently. The result of the bikes being removed has extended the response time for reactive calls for trouble-shooting machines that are down due to jams or faculty equipment. Many mechanics who used the bikes in the past, would carry extra parts, in addition to their tools, which in many cases lessen the down time of machines.

For the Maintenance Craft employees who would normally use the bikes to carry their tools and extra parts, if I were you, I would leave your tools at your tool box located in the general area you are assigned, such as, (East DBCS Area). During the tour I would carry locks and tags to reactive calls and if I were to determine that tools were needed to correct the problem I would lock the machine out per the Lockout/tagout procedure. I would then go to my tool box and gather tools need then go back to the machine to removed the bad part if needed. I would leave the machine powered down, then go to either MOS or the HANEL parts retriever to get the part(s) out of stock. I would then return to the machine replace the bad with the good part and return the machine to operations.

However, if I were to be called to another machine while I was working on the first down machine, I would leave the first machine locked out, then I would go to the next machine to determine if tools are needed to correct the problem. If it is determined that tools are needed to make the correction, I would lockout the machine. I would return to the first machine continuing to repair the first machine until it is ready to go back into operation. Yes, this may result in two machines being locked-out (or more) at the same time. There is nothing in the contract states that employees are required to carry their tools or extra parts on their person. I definitely would no longer carry or have spare parts on me or in my tool box. I would only get needed parts from MOS or the HANEL System when needed. I would only take tools from my tool box as needed to perform my duties. Management has unilaterally taken the bikes away from Maintenance Department for whatever reason they want to claim, which seems to change depending on who asks the question, as to why they took this action.

Management should be only assigning Maintenance Mechanics to perform Preventive Maintenance (PM) and Operational Maintenance also known as Area Assurance or Coverage, in specific areas such as, East DBCS area, West DBCS Area, FSS Area, AFSM, AFCS Areas. Management should not assign employees TO work in separate areas such as, East and West DBCS Areas, this would lessen the reaction times to Maintenance Calls.

I am sure that Management will not like this approach to answering Maintenance reactive calls but like I stated there is nothing in the contract that requires mechanics to carry parts on their person during the tour. If you experience any problems from Management regarding this approach make sure you request to see a Union steward as soon possible. Make sure you do what they tell you to do, but definitely request to see a Union steward to have this addressed. I suggest you request a Union steward if you are approached by Management regarding response times that are slower, and if they want to discuss it with you, ask for Union representation.

If you witness Maintenance Mechanic (MM-7) PS-7 employees answering reactive, Operational Maintenance Calls, also known as, Area Assurance or Coverage, when calls are made for down machines, report it to the Union. Provide a witness statement to the Union with the standard information; Who, What, where, when and for how long. Maintenance Mechanic PS-7 employees **SHOULD NOT** be answering Maintenance calls at all.

Something else to think about, Management is not willing to pay MM7's to perform the higher-level work such as, performing Operational Maintenance, Coverage, Area Assurance, monitoring for the SPSS, (which is grieved), so why would you want to do work that you are not paid for. If you haven't noticed that not only are they unwilling to pay higher level to MM7 employees such as what is currently happening on SPSS. Management has gone a step further, by reverting higher-level positions, eliminating the opportunity for MM7's advancement to higher-level positions, in part because they are having the MM7's performing higher-level duties.

There seems to be a lot of changes happening here and they seem to be changing by the minute.

Jim Pierce

Maintenance Craft Director

Trustee Report

Hello Sisters and Brothers

The Trustees and I will be conducting our first Audit together (Quarter 1/2021) on May 6, 2021.

On the Steward side of things, I want to make everyone aware that it is the employees responsibility to request their 3971 once returning from absence.

Make sure the leave you requested is in fact available and entered correctly then sign it. Request a copy for yourself.

We all need to be proactive on this to keep management on task so we do not find out after we get our checks that the leave type we requested was in fact not entered correctly.

To get an adjustment may take quite a while as Management is drastically behind on their paperwork (at the Plant).

We are working very hard on the statements that have been turned in. It may take a bit longer to investigate the statement as there are several items needed to be looked into.

Please don't forget to write what unit you are in, the tour you work, your employee ID number, and a phone number for us to call you at if we might have questions.

In Solidarity

Shelley R. Fleming

Steward/Trustee Chair

Hello Brothers and Sisters

I'd like to remind everyone about some rules.

At stations or in the plant or at the airport, our contract allows us two 15 min breaks and a lunch break. If management is not allowing this, ask for a steward. Out in the AO's, it depends on your LMOU whether or not breaks are 10 or 15 mins. Ask for a steward if you have questions on that. For the most part you should have break within these guidelines: 1:45 min -2:15 min from when you start and between each break or lunch.

FMLA rules you need to know:

Be at the Post Office at least 1 year and during that year you need to have at least 1250 work hours. (Annual and sick leave do not count towards work hours) then the following year to qualify you need to meet the 1250 each year. If you have never used FMLA before, consult with a union steward for help. New members before you leave on FMLA you need to fill out 3971's and turn them into management and make sure you ask for a copy that you turned them in..

When you call in for sick leave, it is your responsibil-

ity the day you return back to work to ask to see your sick leave slip (3971) to make sure it is filled out the way you want it to be.

Employees who call in a lot or have a Day in Court you need to watch your mail because some supervisors are sending discipline to your house instead of handing it to you. I am trying to get that addressed with upper management.

Postal Pulse is being sent out again. Do not fill those out. Bring it to the union office to put in the drawing for a chance to win money..

There is a private company that has been sending union members mail about Postal benefits that has nothing to do with the Union so be careful.

Bruce Gutzke

Clerk Craft Director

NEWS AND VIEWS FROM THE ST. PAUL AREA LOCAL APWU RETIREES CHAPTER

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

Recent Grievance Settlements

The Union settled grievances for a total of \$61,251.

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.

Sheila's Retiring!!!

After 49 years of dedicated service, Office Manager Sheila Kissling has decided to retire June 11th. Originally hired by President Jim Bryan, Sheila has been the Local's rock since the beginning.

Every president has benefitted from her knowledge, hard work and dedication to the good of the Local.

Sheila works Tuesday—Thursday if you would like to call the office and wish her well.

The St Paul APWU wants to say thank you to Sheila for her dedication and service to the steward and officers.



Welcome to our newest members!

Alissa Barrett
PSE Clerk

Tilahun Berta
PSE Clerk

Chedae Braddock
PSE Clerk

Daniel Debi
Clerk

Isabelle Dyg
PSE Clerk

Valerie Eichorst
Maintenance

Lemma Fikrte
PSE Clerk

Bethany Finco
PSE Clerk

Hiwot Gangeso
PSE Clerk

Ayan Hargrove
PSE Clerk

Glody Kalema
PSE Clerk

Alex Leweke
PSE Clerk

Xia Lor
PSE Clerk

Deepak Manandhar
PSE Clerk

Abner Meshasha
PSE Clerk

Christopher Midgette
PSE Clerk

Savanna Morrisette
PSE Clerk

Jacari Muldrow
PSE Clerk

Vara Nipitsukarn
Maintenance

Quaneisha Rich
PSE Clerk

Sanjeevan Sathiyarayan
PSE Clerk
Diemuyen Tran
PSE Clerk

Teresa Villarveal
PSE Clerk

Ifa Yadeta
PSE Clerk

Ahmed Yonis
MVS

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



Nonprofit Organization
U.S. Postage
PAID
Twin Cities, Minnesota
Permit, No. 65

Return Service Requested

OFFICERS

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
May 25
11:00 a.m.
DAY MEETING**

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.