

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

On September 19th, 2021 former St. Paul MN APWU President Lola Reed Langford passed away. Lola Reed was the first woman President elected by our Local and led us for ten years 1984-1994. Also, Lola was the President of our Local's Retiree Organization. Lola's leadership was one remembered for her legacy of strengthening this Local and leaving it better. When I say I stand on the shoulders of the giants who came before me, Lola is one of those giants.

Lola was one of the Local strike leaders in 1970. She helped communicate to our members when our leaders were trying to avoid being arrested for the illegal strike and helped make it successful. Lola would tell the story of the fear of everyone believing they would lose their jobs and be fired and their willingness to do this to make postal employment better for those who followed. Lola would tell us the courage everyone displayed was awe inspiring and we should never forget the fight it took for collective bargaining instead of begging.

One of my favorite stories from her was when she started as PTF they would come to work and wait in the "swing room" until a boss would come in and direct them where their work was needed. When they

finished the work they would be sent back to the "swing room" and wait to be called again. They would not be paid for waiting in the "swing room".

On a personal note, Lola was a mentor to me. She was always willing to help me with difficult decisions and preparing for contract negotiations. I will truly miss her and all the help she gave me.

Todd Elkerton

President



Lola with Former
National APWU
President Moe Biller



Lola picketing the old main
post office on Kellogg Blvd with
past business agents Larry
Gervais and Jerry Fabian

Welcome New Members!

Yunis Adan	Connie Kennison	Tagesech Teferi
Linda Alberts	Hanan Khalil	Asegedech Tegenu
Atsede Ashenafi	Lawrence Kielpinski	Mesem Teketel
Yariela Avritt	Robert Kranz	Azem Tessema
John Beck	Ashley Kriz	Mohanantham Thushanth
Sarah Benti	Robel Lamma	Tsedey Tilahun
Fekadu Berehe	Zeyjarse Lelatu	Tonja Trump
Firehiwot Bezabih	John Lynch	Todd Tucker
Chhimi Bhuttia	James McDonald	Genet Turiso
Janette Chang	Brent Mercado	Allan Vang
James Cho	John Metzger	Nikki Vroman
Brooklyn Collins	Shukri Metzger	Mahlet Whib
Peter Cowen	Bilisuma Nebi	Elizabeth Williams
Bezunesh Demisse	Travis Olson	Isiah Wilson
Like Dhaye	David O'Malley	John Wirka
Joseph Drabant	Kim Oman	Hirut Woldemichael
Victoria Ehrich	Salvador Orozco	Gosaye Woldetsadik
Mihiret Eticha	Guy Pattison	Kristin Wolf
Olyad Fite	Hanna Petros	Gaolee Yang
Lori Florez	Sheila Phinisee	Atsebha Yingalem
Belya Gelaw	Kyle Pineda	Noel Young
Tamiru Gonite	Tom Prickett	Gerald Zafke
Maxwell Gulden	Deepthi Rathikindi	
Ellin Hall	John Robinson	
Emily Hall	Briana Rodgers	
Carolyn Hatchett	Abdirahmaan Said	
Kristine Herzog	Melissa Schlatter	
Jessica Hoffman	Philip Sheeba	
Mhmde Hqlimq	Charmessha Sherrod	
Stacey Johnson	Koua Som	
Tonya Jordan	Soon Squires	



Constitution Changes Passed

Sisters & Brothers,

At our September General Membership meeting four (4) constitutional changes proposed last spring were read for the second time and voted on. All four (4) of the proposed changes passed with a 2/3 majority vote and are effective immediately. The changes are as follows (two were amended at the meeting):

Increase Trustee Chairpersons monthly salary to \$25/month more than that of the craft Trustees

Increase off-day pay for those on official union business, to hours worked at their straight time rate up to a maximum of \$220/day

Increase Officer salaries listed in Article 11 Section 1 by \$100/month (amended from \$50/month at GMM).

Increase Presidents salary by \$200/pay period (amended from \$100/pay period at GMM).

If you have any further questions regarding these changes please feel free to contact me and we can discuss them further. I would like to thank my fellow Constitution Committee members for their hard work to address some outdated pay related issues in the Locals constitution; Pat Hawkins, Bill Davey, Eugene Gorman and Tim Strong.

Solidarity,

Dave Cook

Vice President

September General Membership Meeting Drawings

COPA

\$100 Paul Molohon

\$75 Cynthia J Stahn

\$75 Shelley M Nelson

Voice of the Employee

\$75 Stacey Glowe (not present)

\$50 Matthew Garcia (present)

\$25 Robert Mugeta (not present)

\$25 Sally Wenker (not present)

\$25 Joseph Fimon (not present)

\$25 Theodore Pask (not present)

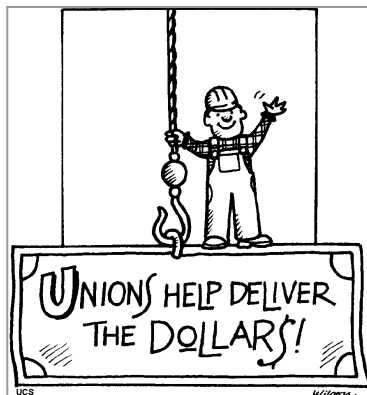
\$25 Lien Vo (not present)

\$25 Michael Wagner (not present)

Door Prizes

\$300 Michael J. Goeltl (not present)

\$50 Camille Tucker (present)



Wanted, your VOE (Voice of the Employee) survey

The Union has been asking for your voice of the employee for decades and there are several reasons why. First and foremost, the postal service has used these surveys against us during contract negotiations. One of the questions stated something like, do you feel you make a fair wage? Most people answered the question honestly and said yes. Then when it came time to renegotiate our contract they brought those surveys to the table and said you don't need a raise, your employees are happy with their wages.

Now the employees that worked prior to the Great Postal Strike of 1970 didn't feel they made a fair wage and they made their voices heard loud and clear. And from that point on we are allowed to bargain collectively and that is the reason we make a fair wage and great benefits. Which brings me to the second point. Management doesn't come to the Unions or the employees to find out what questions should be asked on the survey. So, if Management isn't properly staffing and employees are being excessively forced to work overtime and forced to work holidays, harassed by managers or supervisor to come to work even though you are sick, "because we are short" or being threatened with AWOL unless you bring in medical documentation for an absence of 3 days or less. They will not ask a question about staffing, they ask questions like "Do you have a best friend at work".

Now when it comes to "your voice", don't be fooled. These surveys are far from individual supported. They are very broad questions applied to very large groups. The same questions that are asked to you, are also asked to Mail Handlers, Tractor Trailer Operators, station manager, rural carrier, Maintenance employee, window clerks, IPS employees, EAS employees, custodians and so on. And they are not limited to St. Paul, the Twin Cities or even Minnesota. They are asked to the entire country as a whole.

VOE surveys are a large scale meta-analysis data collection, examining results across multiple studies in order to drive employee motivation, retention, and productivity. So basically, they ask a question like "I know what is expected of me at work" and year 2018 22% agree, 2019

21% agree and 2020 18% agree. The outcome would be that 4% less of the employees in the entire country over the last 3 years "know what is expected of them".

In the past I reminded one of my coworkers if he turns in his VOE to the Union he could win \$25.00 to \$150.00 dollars. He stated he knows but he still likes to fill them out. I asked if anything has ever improved or if anything has gotten fixed? He stated no, I guess it just allows me to vent.

My suggestion to everyone is, first when they hand it to you ask them if they are going to allow you time ON THE CLOCK to fill it out, in the past they would always bring us into a room to fill them out. Sometimes in a group sometimes one on one with a supervisor or manager. I would spend the time to read each question and maybe even answer some of the questions. Then when my break was over. I mean when I was finished with it I would get up and leave. With the survey in my hand of course, they would occasionally asked for it and I would say I will send it through the mail as I want to make sure it is anonymous. I would then go to the Union office and turn it in.

The Union offers the drawing as we don't believe it benefits us as employees to fill them out for the reasons listed above. Also if you really want your voice to be heard or you just want to vent, bring your VOE to the Union and as you turn it in, tell them what issues you think needs to be improved and we will try and get them fixed. The Union meets with Management on a bimonthly basis to bring forward and to resolve issues prior to the grievances process.

Jason Stevens

Industrial relations director

Health Insurance Open Season

Open Season for Health Insurance is fast approaching. It will run November 8 through December 13, 2021. Take the time to review your options. Plans can be compared at opm.gov once open season starts. Many of the plans will be doing virtual seminars to help postal employees decide which plan is best for them.

The APWU health plans will have an open season hotline, call 800-PIC-APWU. Or you can email questions to virtualopenseason@apwuhp.com. The APWU health plan will run virtual health fairs every Tuesday and Thursday. More details will be on the APWUp.com website once open season starts.

If you don't want to change your plan, you don't need to do anything. If you DO wish to make a change, please don't wait until the last day!

President's Report

Collective bargaining is a right fought for and won by the postal workers and makes a difference in our lives. The strength of a Union is in its members. In order to exercise the rights in our Contract we need each and every one of our members to be active in order to protect each other moving into the future. The stewards and officers are over worked and overwhelmed at this daunting task. We need our members from the floor to get involved and help each other. We are severely in need of stewards especially on Tour 1 and Tour 3. If you are interested please call the Stewards desk and talk with Dave Cook.

On September 20, 2021 our Contract expired. The parties agreed to "stop the clock" and continue to attempt to reach an agreement. The parties are meeting and making progress towards agreement. If they stop making progress it will be moved to mediation and a process to select a National Arbitrator to resolve the disputes. In the meantime our Contract remains in effect until a new agreement is completed.

The APWU submitted 113 proposals to better our working conditions and to give dignity and respect for the work we do. The Postal Service submitted 20 proposals nearly all trying to erode our hard earned rights and gains we have made.

Our last Collective Bargaining Agreement resulted in more than 3 billion dollars in raises and Cola's earned for the members we represent. For every 0.1 percent wage increase we receive its 14 million dollars. This is the largest Union Agreement which is being negotiated in the United States this year. Belonging to a Union matters.

Before we had Collective Bargaining we had to rely on Congress to give us a raise. How many of you believe Congress would have agreed to give us the kind of money which is involved in these negotiations?

I want to close this month with the urgent request we need our members to step up as Stewards to continue to provide quality representation. Let's go. Let's get fired up for each other.

Todd Elkerton
President

Trustee Chair Report

Hello Sisters and Brothers of St. Paul MN Local 65

Second Quarter 2021 Audit (April/May/June) was held on July 13, 2021 and on August 24 2021. There are a couple questions that remain to be answered. We are awaiting a response from the Treasurer and Secretary.

We also conducted the annual inventory at all locations. Everything was accounted for with addition of new purchases.

Thank you to Sue Rodriguez (Clerk Craft Trustee) and

Matthew Garcia (Maintenance Craft Trustee) for your time and help with everything.

I would like to thank the Membership for allowing me to attend the Department Of Labor Seminar and also the APWU Clerk Craft Conference. Every opportunity to learn something new is greatly appreciated.

In Solidarity,
Shelley R. Fleming
Steward/Trustee Chair

Recent Grievance Settlements

The Union settled grievances for a total of \$12,141 in September

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.

Motor Vehicle Services

Motor Vehicle Services kicks ass. I'm proud to be part of a craft that keeps things moving in so many different ways. From the Mechanics who keep the entire fleet running. To the Drivers, who push through the weather, all the changing of routes, and all the other BS endured by management on a daily basis, to our Vehicle Dispatch Clerks who put up with long hours, who put up with the constant operational changes of the plant, who work with archaic equipment. THIS IS THE GROUP I'M GLAD TO BE PART OF AND I WOULDN'T CHANGE IT FOR THE WORLD !!!

Hope everyone enjoyed summer as we all know what's just around the corner. Speaking of what's around the corner, you guessed it. Peak Season and everything it has to offer, the long hours, millions & millions of packages, cold weather, stress, and issues that affect every joint in your body; but each and every year we all manage to get the work done.

Here's what I've been constantly dealing with:

1. Supervisors doing bargaining unit work.
2. Article 32 Sub-Contracting Issues.
3. We finally started working the much anticipated DAS AWARD work, the work

that was supposed to start 4 years ago....Better Late Than Never.

- 4 .Day In Courts
- 5, Attendance Issues
6. Steward Release
- 7.Failure to Fill RFI's
8. OT Lists
- 9.Accidents

Lastly... One Extremely Important Issue and I can't stress the importance of this subject

.... SCANNING

As much as some don't like to scan, Management is watching the scanning numbers. Big changes are coming our way if we fail to scan. The National APWU office agrees that scanning isn't job specific and isn't an option. Don't let another craft's failure to scan have a ripple effect on our craft.

Scanning... If you assist in loading your trailer then you load scan. If your trailer is already loaded then when you hook up to it then you unload scan at your destination.

MORE IMPORTANTLY...
MAKE SURE YOUR ARRIVAL AND

DEPARTURE SCANS ARE COMPLETED. You may think our scans go unnoticed but rest assured our scans keep us working, our scans help determine what runs are kept, the type of trailers that are needed, helps track volume and all sorts of info I'm not privy to.

If you don't want to scan make sure you ask for a steward for your Day In Court.

ASK FOR A STEWARD IF YOU HAVE WORK RELATED NEEDS.

Fighting for you, Fighting for us, Fighting to win!

In Solidarity ,
Adam Godes
MVS Craft Director
St. Paul APWU

We are sad to report that the Local Retiree Chapter President, Lola (Reed) Langford, has passed away. Lola was an integral part of the Local for decades, including her work with the retirees' chapter. She will be missed.

The next meeting is November 17th, at the union office at 2261 Waters Dr. At the November meeting, how to fill the vacant offices will be discussed.



Dues Increase!

Starting January 1, 2022

Retiree dues will increase to \$20 per year.

(\$14 for dues, \$6 for death benefit!)

The Local has learned of the death of the following members:

Our deepest sympathies to their family and friends.

Lola E Langford

Phillip Lopez

Charles Whitaker



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 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	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
October 26, 2021
11:00 a.m. DAY MEETING**

**Attend in person, or via Zoom!
Call the union office and give us your email address to
receive a zoom link.
Or attend in person at 2261 Waters Dr!**

Retiree Meeting

November 17th

11:00

At the Union Office

2261 Waters Dr

Meetings are posted on the Local's website

WWW.stpaulapwu.org