

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 Holidays

It is amazing as I sit here contemplating what to write about and thinking by the time this gets to you, we will be entering into Peak Season and all the hustle and bustle it brings. We are still waiting management to schedule the local peak season meeting. Last week there was a District Labor Management Meeting hosted by Tony Williams where some general information was shared. This is what we were told. Management is projecting a holiday mailing season with the same package volume as last year. We all remember the grid lock which happened a year ago.

So, what has management planned to try and avoid the same this year. In April, Management at the National Level informed the APWU they would be opening PSA's or Parcel Sortation Annexes. In the cities where Annexes had NDC's these would be the lead facilities to operate the PSA's. This means the PSA which has now opened in St. Paul on Plato Street is a NDC facility which makes Minneapolis Area Local the Union which represents this facility. The St. Paul Area Local has not been included in the discussion of this facility. Management has installed automated parcel sorting equipment in this facility which will have the capability to process more parcels than last years volumes on a daily basis. The facility will sort priority and non-machinable parcels and has started doing this already. The impact of this facility will be determined by how well it handles the volume of packages. We will find out more in our local peak season meeting and try and communicate through a Flash Bulletin.

On the retail side, they intend to operate similar to previous years. With possible expanded hours at the window and hours for sorting the parcels, with delivery seven days a week. We

were also told they are looking to close windows early on Christmas Eve and keep the dutch-doors staffed afterwards.

This is the season we all gear up for and expect as Postal Employees. For those who like to work overtime it appears this year will be no different than the past and it should be plentiful We will work on limiting the non-list overtime employees who don't want to work an over abundance of overtime again this year. As always, our grievances go up for supervisors performing bargaining unit work, cross craft violations and supervisors performing lobby director work. Please keep track of the violations and contact the Union so we can be aware, and file grievances where needed.

Make plans to attend the General Membership meeting this month for more in depth information concerning the Holiday plans. It is November 23, 2021 at 6:15pm. You can attend in person at the Union Office or we can send you a Zoom link and you can participate from the comfort of your own home. If you want to get the Zoom meeting link contact the Union Office at 651-778-1637 and will we get you on the mailing list. It would be awesome to have some people from the Associate Offices and newly hired PSE's to get on Zoom and attend.

Todd Elkerton

President



Clerk Craft Director

Hello Brothers and Sisters

We have had a lot of conversions this summer so congrats to our new Full time Employees. I hope everyone had a good summer. Discipline is up so be careful. If it is due to Covid symptoms make sure you put that on your 3971 when you sign it. Don't sign a 3971 that has AWOL on it. If the 3971 is wrong, don't sign it, be very careful. You can always fill out your own 3971 instead of the computer generated one.

We have had a lot of our members finding out the hard way by not signing up on a Holiday schedule or the OTDL during the open periods. If you are out on medical or out of the country it is your responsibility to put in a slip to say I want to be on the OTDL or put my name on the Holiday schedule. Go to your supervisor first then ask a steward to help you with that.

Bruce Gutzke, Clerk Craft Director



October

General Membership Meeting Drawings

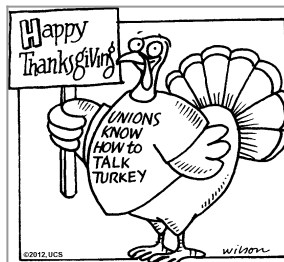
\$300

Brad Gabrick (not present)

(You must be present to win)

\$50 Door Prize

Tim Strong



Open Season November 8 - December 13

Open season is here, from Nov 8th through Dec 13th, 2021. This is your once-a-year opportunity to enroll or make any changes to your benefits. Open season includes Federal employee's health benefits (FEHB) programs, Flexible Spending Account (FSA), Dental and Vision benefits and the Annual Leave Exchange (ALE).

FEHB is your health insurance and Dental & Vision are separate insurance programs. We have several different options to choose from and as years go by our situation change and we may have to change or enroll in new programs.

FSA is a program that allows you to pay medical related expenses tax free. It's a little more complicated than that but basically if you have out-of-pocket medical expenses your family or yourself spends on co-pays and other eligible expenses each year, you can designate up to \$2850 for 2022 and they will take that out of your check on a biweekly basis (before taxes are applied). Then as you pay your expenses over the year, you send them your receipts and you get reimbursed from the FSA account. The way this becomes tax free is they deduct the amount from your total gross income before it is taxed.

ALE is a benefit that most of us can't take advantage of because of the requirements. The first part that disqualifies most of us is you have to go into the next year with an annual leave balance of 440 hours. That's also the maximum amount that we are allowed to carryover (except for the last two years which has been increased to 520 hours). At this point I am unaware if it will be expanded again next year but the way COVID has been, I would think they are going to extend it again. The second exception is you had to have used less than 75 hours of sick leave in the current year. If you are eligible you can sell some of next year's annual back (normally 40 hours). If so, you will receive the lump sum payout on your January check.

This year's penalty overtime exclusion period will be Pay Period 26, 2021 and Pay Period 01, 2022 which is December 4 through Dec 31, 2021. This 4-week period is when we are allowed to work over 60 hours in a week. Management is allowed to hire more PSE at this time also. Usually they don't and the following happenings.

Management will have managers, supervisors, in-plant support employees, mail handlers, carriers or others, come to the St Paul PDC and do our work. This is a violation of the contract and will be grieved if they do it again this year. What we need from you is statements and the better the statement the better chance we have to defend our jobs and prove the grievance. If you see someone (other than clerks) that normally doesn't work here, ask their name or ask a supervisor who they are. Write the name, date, amount of time they worked, where and provide it to a steward.

The last topic I will touch on is, if you are gone for whatever reason, it is your responsibility to sign up on the holiday schedule or the overtime desired list (OTDL). Both of those sheets are only posted for a short period of time. You have a couple different options. The first is the best option, plan ahead. If you know you are going to be gone, write a statement asking they add your name to the upcoming OTDL or holiday schedule and give it to your supervisor. You should also make a copy or take a picture of it in case there is a problem when you return. The other option is you will have to contact your supervisor or the Union and we can add you name to the sign-up sheets.

Jason Stevens

Industrial Relations Director

Hello Brothers and Sisters

As the seasons have been changing, it has been getting busier at the St. Paul P&DC. Thanksgiving is upon us and then the busiest 4 weeks are around the corner. If history is to repeat itself, there should be a lot of overtime for everyone. Remember that there is no penalty pay for those 4 weeks. Please be diligent with your statements of anyone from Management or Mail Handlers performing clerk duties. Include in your statement: Management/Mail Handler name(s), date work was performed, start time/endtime of work performed, what clerk duties were performed, location work was performed, your name and phone number you can be reached at if any questions arise. Turn the statement in within the week of violation. Any member can write a statement. Request to see a steward to give the statement. If there is no steward available, the statement can be pushed under the Steward Office door. As always Stewards and Officers can be reached at 651-224-2639/651-778-1637.

On the Safety side of things I have attended the Safety and Health/Fire Inspections at the following:

- * October 19 2021 LDC (Airport)
- * October 22 2021 VMF
- * October 27 & 28 2021 St. Paul P&DC

The Safety Specialists have sent out emails to Management with lists of items that need to be abated from the Inspections.

Third Quarter Audit will be at an undecided date in November.

Have a safe and Happy Holiday Season

Shelley R. Fleming

Steward/Trustee Chair/Safety Representative

Motor Vehicle Services

Damn...the days are getting shorter, the days are getting colder and that means one thing...ok well... two things.. It's time to move where it's warm year round and second would be PEAK is right around the corner. Is it just me or does PEAK bring out the fug-gits..?? OK., well onto a more positive outlook from here. There's 2 new supervisors headed to Transportation and of course we've got our favorites, so hopefully things go right and we end up with some people who can turn a computer on. (Fingers Crossed).

Here's what's going on in Motor Vehicle Services...

The DAS Award was started on August 14th and it should have converted 5 PTF's to FTR. Our awesome management has yet to convert them as of November 1, 2021 and now they have an even crazier idea, which I don't know if I can put it in writing but I can tell you this..... 5 people will get MOOLAH for doing nothing ...Well Done Management...Well Done!

Our bidding season is fast approaching

and I'm sure management will have a calendar ready for the union to confirm and agree to start the bidding... fingers crossed.

Still dealing with the PTF conversions from August.

5 grievances every 2 weeks for management doing bargaining unit work.

Steward Release grievances.

An MVS employee's unjust removal.

An MVS employee's vehicle was vandalized and USPS should pay the insurance bill.

Bids that are well past 28 days (E A S Y M O N E Y)

Incorrect Letters Of Demand for PTF's who are now FTR's.

DAS Award work that is all screwed up

MVS Management parking in restricted postal areas (This is now settled and another grievance was filed) (and that was also settled)

I've been told that thru the grapevine that MVS computers, jockey trucks, dispatch are all going to the same system as the NDC which has everything going electronically. I believe this will make communication from dispatch to the jockey trucks more streamlined and not to mention will curb some complaints about communication.

Please remember that the Union is here for you. If there's any reason you might need some steward's assistance then make sure you request a steward from your supervisor.

Fighting For You, Fighting For Us, Fighting To Win.... And We Never Lose

Adam Godes

MVS Craft Director

St. Paul APWU

Vice President's Report

I would like to start off by thanking the membership for sending me to the National APWU All-Craft conference in September (via zoom) and the John Akey seminar in October. I always appreciate chance to speak with our APWU National officers and sharpen my skills. These trainings are more important than ever in the era of Covid, as we have had many events canceled over the last 1 ½ years.

As the weather cools down once again, it is clear the Peak mailing season is once again fast approaching. The Peak Annex this year will be in a facility under the jurisdiction of the NDC, which is represented by the Minneapolis Area Local. 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. We have requested a meeting with Local management on Peak season in an effort to review their Peak plans but have yet to get a meeting date from them. We will continue to push until a date is set.

We expect this to be another high-volume year partially due to the presence of Covid-19. I am sure the global pandemic will continue to push the public to shop online more than previous years. Peak mailing season is an important revenue stream for the Postal Service. This is our time to shine and show the American public how vital we are to their holiday season and everyday life. I am sure our members will rise to the occasion once again and make this Peak mailing season successful. Get your sleep now while you can! As usual, remember to work at a **safe** pace, take your breaks and work ergonomically correct. Limit the wear and tear on your body. An injury on the job could follow you the rest of your career or life. I assure you management will leave you to fend for yourself once injured.

In Solidarity,
Dave Cook
Vice President

Health Insurance Open Season

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 APWUhp.com website once open season starts.

Open season runs from 11/8-12/13

Maintenance

Maintenance Work Order Issues:

I need to stress to all Maintenance Craft employees the importance of creating and requesting WORK ORDERS such as code 05 work orders for all additional problems found during your daily Preventive Maintenance (PM) windows. DO NOT add additional time to the Employee Assignment Worksheet (EAWS) PM route time. If you find anything wrong while performing the PM Checks, request an appropriate work order. If the problem(s) can be corrected by end of tour ask for a Code 05 work order. If the problem(s) cannot be corrected by end of tour request a code 07 work order.

One of the ways we can ensure that our staffing is maintained or we raise the staffing levels is by creating Code 05 work orders and not adding additional time to the PM routes on the EAWS. The reason for not adding additional time on the PM route on the EAWS is because the time on the EAWS is a set time and cannot be adjusted. Therefore, when an employee adds additional time to an established PM route we lose that time and it is not calculated for staffing purposes.

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.

We have a lot of new Maintenance employees who may or may not know that as PM route is based on checking and inspecting items on any given piece of equipment. During the PM route if you find any issues such as, but not limited to, broken belts, bad bearings, damaged equipment, or any other type of maintenance issues on your assigned equipment, make sure you generate an (05 Work Order) for the work required to make the repairs to the deficiencies.

It is VERY IMPORTANT that all Maintenance Craft employee STOP writing MISCELLANEOUS action codes when accounting for their work on any work order. DO NOT use any action/verb code with MISCELLANEOUS on your DAILY route sheets. For every minute, hour that we use the MISCELLANEOUS action/verb on our daily work sheets when accounting for work performed, we lose potential man hours which equals to our staffing levels. USPS Headquarters will remove all MISCELLANEOUS time from our staffing.

Further, I need to stress to all Maintenance Craft employees that a large part of our staffing levels is based on historical

data. Meaning tasks such as, but not limited to, the time taken for battery changes, repair tray carts, repairing certain equipment, throughout the year the Maintenance Craft employees perform hundreds of hours doing tasks such as these and we need to ensure that all time is accurately accounted for and after talking with some of the Maintenance employees recently it has been brought to my attention that we are using action / verb codes such as "YLU" or other Miscellaneous action codes. I cannot stress enough the we all have to stop using miscellaneous action/verb codes.

We have seen many cuts in our staffing levels, so, if we pull together and start creating work orders for every task performed throughout our work days we can ensure that we are receiving the appropriate credit toward our staffing levels. It is our responsibility to create or request work orders for every task we perform on a daily basis.

If you have any questions or concerns regarding this article please contact your steward

If you are interested in becoming a Maintenance Craft Union Steward please contact me.

Jim Pierce

Maintenance Craft Director

New Members

Wogayelu Aberra
Adetutu Akinwumi
Jazmine Allen
Basem Alsagheer
Aaron Amundson
Rani Armstrong
Kelly Corrigan
April Harris
Richard Johnson
Tia Jones
Tonya Jordan
Robel Kelib
Alexander Lotasek

Selam Legesse
Curtis Lundell
Yezabacem Mandestu
Firi Meskele
Justine Murphy
Curt Nguyen
Russell Orcutt
Ali Osman
Rochelle Privratsky
James Quirk
Sache Reid
Selamawit Reta
Kyle Roby

Adbulle Saido
Gashaw Siltan
Jeanette Stokes
Zachary Vang
Patricia Villa Pliego
Selamawit Wallaga
Maverick Walts
Caroline Wolfe
Kevin Wood
Amare Yadettie
Melissa Yang
Hulwen Zou

We are sad to report the death of Local Retiree Chapter President Lola (Reed) Langford. At the November 17th meeting how to fill the vacant offices will be discussed. Please be sure to attend so the Chapter has a quorum.

November 17th, 11:00 a.m.

2261 Waters Dr, Mendota Heights, MN

Recent Grievance Settlements

The Union settled grievances for a total of \$48,796 in October.

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.

Dues Increase!

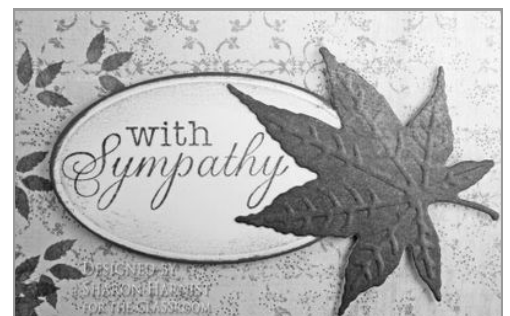
Starting January 1, 2022

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 member:

Our deepest sympathies to her family and friends.



**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

*No Postmark in December!
Have a good holiday!*



**General Membership Meeting
Schedule**

November 23rd 6:15 p.m.
No meeting in December

2022

January 25 11:00 A.M.
February 22 6:15 p.m.
March 22 6:15 p.m.
April 26 6:15 p.m.
May 31 11:00 a.m.
June 28 6:15 p.m.
No meetings in July or August
Sept 27 6:15 p.m.
October 25 11:00 a.m.
November 22 6:15 p.m.

General Membership Meeting

November 23rd

6:15 p.m.

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!

**10 \$20 Gift Cards will be given out
Refreshments served**

Retiree Meeting

November 17th 11:00

At the Union Office 2261 Waters Dr