

## 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

## TENTATIVE APWU/USPS AGREEMENT REACHED

### THREE YEAR AGREEMENT SEPT. 21, 2021 TO SEPT. 20, 2024

All members will receive a copy of the agreement with a ballot to vote on this agreement. The National APWU says expect this to happen at the end of January 2022. Here are the highlights.

#### General Wage Increases

1.3% Nov. 20, 2021 (retroactive)

1.3% Nov. 19, 2022

1.3% Nov. 18, 2023

6 COLA's for Career employees

PSE's will receive 2.3% each year

PSE's will get a \$0.50 an hour raise after ratification

#### Job Security

No lay-off protections remain in full-force

No lay-off extended to all career on rolls 9-20-21

50 mile limit on excessing

#### Holiday Pay

Juneteenth Holiday added

PTF pay adjusted for new holiday

#### Health Insurance

No change to USPS contribution

95% USPS contribution to APWU CDHP

PSE's converted will receive credit for time enrolled in CDHP toward 1 year qualifying period

#### Enhanced Level 8 and 11 Pay Scales

Elimination of Steps FF-AA

See apwu.org for slotting information of present employees in these levels

#### PTF WORK RULE CHANGES

Pay Period Guarantee increased to 24 hours from 2 hours

4-hour guarantee when scheduled

40 hours Annual Leave advanced at start of leave year

Guaranteed 1 non-scheduled day a week with Wednesday notification prior week

Within 90 days of ratification 1-time voluntary transfer opportunity to larger facility

#### AUTOMATIC CONVERSION OF PSE'S IN LEVEL 20 OFFICES AND ABOVE

PSE's converted to career standing upon reaching 24 months

Clerk PSE's Level 21 or higher converted to FT-Flexible

Clerk PSE's Level 20 converted to PTF

MVS PSE's converted to PTF

DOES NOT APPLY TO CLERK PSE'S IN LEVEL 4 RMPO

OTHER SLOTTING ISSUES SEE APWU.ORG

#### PSE WORK RULE CHANGES

40 hours Annual Leave advances at beginning of leave year.

Level 4 RMPO PSE's to get 1 hour additional AL per pay period after 2 360 day appointments

PSE's will be offered 1 non-scheduled day per week except Dec. with Wed prior notification

#### UNIFORM ALLOWANCE INCREASE 2.5% EACH YEAR

DSSDA WILL RECEIVE TYPE 1 UNIFORM ALLOWANCE

New roll-over program where unused funds can carry over the next year

#### ADDITIONAL WORK RULE IMPROVEMENTS SEE APWU.ORG FOR COMPLETE LIST



# Hello Brothers and Sisters

I hope everyone had a good Christmas and a happy New Year and I hope everyone stayed healthy.

I want to remind everyone when you bid and you did not get a bid you need to watch for the Tuesday Bulletin to make sure a bid does not drop to you. It is your responsibility to watch for that. If you bid on a bid that has SSA on it or Driving requirements, you need to call different numbers to set up your training which is posted on the cover sheet of the award notice. If you don't, you will be passed over for a bid.

Also if you do not have a valid driver license, you need to get it or you will not be given the bid. If you have any questions on bidding or pse on preferencing a job ask for a steward.

Make sure you watch in the mail for voting on are new contract. Please vote

Bruce Gutzke, Clerk Craft Director

## November

### General Membership Meeting Drawings

#### \$40 Gift Cards

1. Mark Pagel
2. Camille Tucker
3. Carmella Beamon
4. Pat Hawkins
5. Jeff Miller
6. Adam Fimon
7. Jim Pierce
8. Terri Griner
9. Keith Landsman
10. Sheila Phinisee

APWU TShirt - Jeff Miller

AFL-CIO Cap - Terri Griner

APWU Caps

1. Jennifer Tillman
2. Bruce Gutzke
3. Jason Stevens

Door Prizes

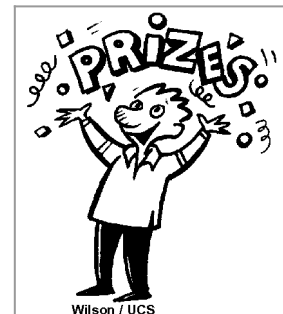
\$50 Carmella Beamon

\$300 Troy Robole (not present)

Must be present to win!

APWU Health Plan Blanket - Adam Fimon

APWU Health Plan Jacket - Mark Pagel



## Whose Job is it Anyways?

I am sure those of you who work in Pouch Rack have had a chance to work on the Automated Delivery Unit (ADUS) package sorter by now. Per the Postal Services determination letter, the only functions assigned to the Clerks on this machine at this time are:

- Retrieval of full containers from staging/swim lanes and pull, scan, sort the large non-machinable packages from each container.
- Singulating/separating packages and facing/feeding packages onto the induction belt.

Now those of you Clerks who have worked on this machine have probably been instructed to perform functions of the Mailhandlers (retrieval/staging of packages in lane, removal of empty equipment from staging areas, sweeping packages, sort plan switch out, dispatch full containers). If so, this is a viola-

tion of Article 37 and 7 of the CBA when assigning Clerk Craft employees out of section improperly to perform Mailhandler functions on the ADUS. If you are instructed to perform any of the above mentioned Mailhandler duties, follow the supervisor's direction/order and request a steward. We will then collect a statement from you and initiate a grievance on your behalf. The remedy of these grievance will be 50% more pay for all hours you performed Mailhandler duties. We have already successfully filed and settled grievances on this issue. Don't let management get away with violating the CBA and your rights without at least a penalty for doing so!

Solidarity,  
Dave Cook  
Vice President

## Recent Grievance Settlements

The Union settled grievances for a total of \$168,452 for November and December.

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.



## Happy New Year MVS

I hope the holidays went well for you. If you worked through peak seasons long hours and 7 days a week working hard to get the job done, you were shown appreciation in a way that you'll probably never forget...YOU WERE FORCED TO WORK THE HOLIDAY...and that was just so the P&DC's Ebenezer looked good to the powers above, which in my own opinion was a total lack of consideration...especially when I brought this to their attention. I was told I would be called back after they looked into the schedules and just as I expected...I never got a call back. These actions are disrespectful to the MVS Craft.

Just when I thought MVS Management was starting to come around and meagerly follow the contract for the most part, their leader pulls out the Kool-Aid and from that point it all went downhill from there. I don't even know where to start since the list is as long as Santa's naughty list and here's some examples.

Management still performs our work.

Management failed to post 6-8 vacant bids (some from August)

Management failed to convert 6 drivers to FTR when the DAS award jobs went residual.

Management failed to start our choice vacation bidding for Jan, Feb, & Mar during the month of November as stated in the LMOU.

Management gave back the DAS Award work to a contractor, Then has MVS perform the work when the contractor fails.

Management still violates the HCR moratorium.

Management still denies Steward Release.

Management failed to provide the union all information regarding the 2022 yearly bidding.

Management on Tour 1 fails to follow the seniority list for any special needs that arise.

Management has failed to pay 2 settlements for over a year. (Still Unpaid)

Managements failure to timely convert PTF's to FTR's has resulted in the following problems (Letters of Demand, Wrong Seniority Dates, Unable To Bid During Our Annual Bid, Wrongfully Forced To Work Holidays, No Set Schedule, ETC...)

These are the issues that MVS Management has brought upon themselves which effects our whole craft. When drivers ask questions management throws the union under the bus, blaming the union for this or that...so my advice is to ask your union rep before asking management.

I am in the process of getting things cleaned up and after that, my intention is to request we start our bidding process...If things aren't cleaned up it will just be more bullshit for all of us to deal with, and that is unacceptable.

IF YOU'RE GETTING PULLED FROM YOUR BID DUTY ASSIGNMENT AND FORCED TO WORK ANOTHER ASSIGNMENT..THIS IS A CONTRACTUAL VIOLATION AND NEEDS TO STOP...ASK FOR A STEWARD!!!!!!

Fighting for You, Fighting for Us, Fighting to Win....

In Solidarity...

Adam Godes

MVS Craft Director



## In Memorial

In December 2021, a long time Steward and Officer of this Local passed away. Steve Letendre served the members of this local with passion and always was looking out for the worker. I will always remember Steve as someone who took representing the members with his deep heart very serious. On the Executive Board his voice was always to represent the best interest of the members. His wife Kathy Letendre was also a long-time member of this Local and I want to extend my condolences to her and his family on behalf of the members. Thank you, Steve, for being a working-class hero and standing up for the members of the St. Paul Area Local you are deeply missed.



## Maintenance

Hello Maintenance,

I hope you all were able to enjoy the Christmas and New Year Holidays with your family and friends. We are starting a new year and it does not look to be a good start according to what Management is purposing for changes. As of the writing of this article, Management has not provided any notification to the Union regarding any changes they are purposing to make to our bids, to facilitate the new PM windows. For any changes to occur, Management has specific steps they must follow prior to making changes to bids. The Union has not been provided any official notification of changes to bids, so if you hear anything regarding bid changes from a supervisor or manager out on the floor, I request that you let me know who is spreading these rumors so I can address this. I have been unofficially notified that Management is working on how they will make changes to maintenance complement on each tour to better maintain the machines. I will update the Maintenance Craft employees of any changes that are coming as soon as Management notifies the Union. Unfortunately, Changes are coming and we will ensure that any changes are within the contractual requirements.

I will be working with Management to implement local training on several issues related to the everyday Maintenance Craft requirements. I want to focus this

local training to the proper methods for reporting work performed, to better account for staffing purposes. Changes are needed to better account for the work perform on a daily basis. The way we report work performed on a daily basis has to change, so that we get the required data to enter in the staffing matrix, to better account for what staffing levels are needed.

The local training classes should short and on point for each issue we face on a daily basis. The practice of sending new Maintenance employees onto the floor without any real guidance has to stop. This local training will help all Maintenance Craft employees to better understand what is required of them on a daily basis. Proper training on how to fill out the Employee Assignment Work Sheets (EAWS) and eCBM. Training will be provided on how to read and find relevant MMO's.

The goal is to provide training and understanding of what Maintenance Craft employees are required to perform on a daily basis. Additionally, this training will help new Maintenance employees to know what is expected of them, when they first enter into maintenance.

A quick reminder, for all maintenance employees, regarding reporting work performed. The eCBM times are static and cannot be changed, these times on a

daily basis in eCBM are for Preventive Maintenance (PM) Checks, inspection, etc., the time on eCBM is not for additional work that requires repairs or replacement of parts. The replacement or Repair are to be reported in an individual work order. If the repair/replacement can be completed within 18 minutes or less request a (Code 21) workorder. If the repair/replacement can be completed within your tour but longer than 18 minutes request a (Code 05) workorder. If the repair /replacement cannot be completed within your tour, request a (Code 07) workorder. It is VERY important that we start requesting the appropriate work order for EVERY task we perform. We have consistently lost Maintenance positions due to our lack of reporting work performed correctly. If you have any questions or concerns regarding this article, do not hesitate to contact me so I can answer any of your concerns.

We are still looking for tour 1 or tour 3 Maintenance employees that are interested in becoming a Union steward to step up, if you are interested please contact me.

Jim Pierce

Maintenance Craft Director

## Welcome New Members

Dagmawit Adera  
Abebaw Aderu  
Getachew Adigeh  
Noah Beraki  
Jay Bodin  
Anthony Budziewski  
Carthenia Christian  
Mary Fraizer  
Misrak Gebaw  
Takele Gebeyehu  
Jasmine Gehloff Small  
James Hinz  
Nawhtoi Hpauyam

Matthew Husberg  
Dung Huynh  
Jessica Jentz  
Tandra Johnson  
Terence McClenney  
Behailu Mengesha  
Lidphay Moua  
Jesus Ochoa-Serna  
Garret Pedroza  
Mwi San Yee  
Aweke Tenagashaw  
Chu Thao  
Caroline Thomson

Ayenachew Tadese  
Molly Trace  
Marissa Vang  
Frankie Wiley  
Denise Williamson  
Ryan Zappa

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

**Our deepest sympathies to their family and friends.**

*Susan Groettum*

*Steve Letendre*

*Charles Whitacker*

*Ron Kjellman*

*Dereje Buta*



**THE RETIREE CHAPTER NEEDS LEADERSHIP TO BE VIABLE. IT IS HOPED SOMEONE IS WILLING TO STEP UP AND PROVIDE LEADERSHIP. WITHOUT LEADERSHIP THIS RETIREE CHAPTER WILL CEASE TO EXIST. PLEASE SHOW UP AT THE NEXT MEETING AND HELP FIGURE THIS OUT.**

At the November meeting there was a quorum and a discussion concerning the death of Chapter President Lola Reed and how to fill the vacancy. After discussion there was a motion made which passed that at the next meeting on January 19, 2022 at 11 am there will be an election for all officers. The positions for election will be President, Vice President, Recording Secretary, Treasurer, and Trustee. The duties of each position as defined in the Constitution are as follows.

### **President**

Shall preside at all Membership Meeting of the Chapter and at the meeting of the Chapter's Executive Board

Be a member of all Committees except the Election Committee

Sign all checks drawn against the fund of the Chapter

Appoint Standing Committees and Special Committees of the Chapter, subject to approval of the Chapter Executive Board.

Report to the Membership, regarding the progress and standing of the Chapter, subject to the approval of the Chapter Executive Board

### **Vice President**

Shall assume all the duties of the President in his/her absence

The Vice President shall perform such additional duties as assigned by the President

### **Recording Secretary**

Keep a record of the proceedings of all Chapter Meetings and all Executive Board Meeting

Perform duties as required by the President

### **Treasurer**

The Treasurer shall receive and receipt all funds of the Retiree Chapter as well as prepare and file annual IRS tax forms

### **Trustee**

Will form an Audit Committee of Officers from the St. Paul Area Local to conduct a yearly audit of all expenses and revenue of the Chapter.



### **Dues Increase!**

Starting January 1, 2022

Retiree dues will increase to \$20 per year. (\$14 for dues, \$6 for death benefit!)

ST. PAUL, MN AREA LOCAL  
APWU AFL-CIO  
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St. Paul, MN 55121  
2261 Waters Dr  
Mendota Heights, MN 55120

Phone 651-778-1637

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stpaulapwu.org



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**OFFICERS**

Todd Elkerton .....President  
Dave Cook .....Vice President  
Jason Stevens .....IRD  
Camille Tucker .....Secretary  
Tim Strong..... Treasurer  
Bruce Gutzke.....Clerk Craft Director  
Jim Pierce.....MNT Director  
Adam Godes ..... MVS Director  
Shelley Fleming.....Trustee Chair  
Sue Rodriguez ....Trustee Clerk  
Matt Garcia .....Trustee MNT  
Ray Koser .....MVS Trustee

**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 24 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  
January 25, 2022  
11:00 a.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 Drive**  
**Refreshments served**

**Retiree Meeting**

**January 19th 11:00 a.m.**

At the Union Office 2261 Waters Dr