

# APWU

St. Paul, MN Area  
Local APWU AFL-CIO

# POSTMARK

## 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

. Greetings Brothers and Sisters, the month of March has been extremely busy for the Local and Union. Some of the highlights are as follows:

Longtime member, Local Officer and Clerk National Business Agent Willie Mellen has retired.

Local President Todd Elekrton has resigned effective March 5<sup>th</sup> as he was elected to fill the vacant Clerk Craft National Business Agent position.

I have been elected to the position of Local President by the St Paul Local Executive board to fill the remaining term.

The new APWU Contract was ratified by the membership with a 94% yes vote of those who participated!

The Postal Service Reform Act (HR 3076) passed both the House and Senate with bipartisan support. It now awaits the signing of President Biden.

I would personally like to congratulate Todd on his election to Clerk Craft National business agent. Todd has been a fierce steward and/or officer for this local since 1995! His passion to represent those who could not represent themselves has been second to none. He became the President of the St. Paul Local in April 2011. I look forward to working with Todd in his new role. I fully expect he will continue the local tradition of becoming an exceptional National Officer.

As the national contract has been ratified, the Local is now preparing for Local negotiations.

Your Local negotiation team will be the President, Vice President, IRD and three (3) Craft Directors. We will get together soon to discuss



any potential changes to the St Paul LMOU and AO's LMOU's we may want to bargain for. If there are any burning issues for you, the members, that you may want discussed please submit something in writing to me ASAP. We will then discuss as a team and decided what is best for the membership as a whole.

I would also like to remind the members that we are currently in the process of filling the vacant Vice President position. The Executive Board will select an applicant from those properly submitted on April 11, 2022 @ 6 AM.

I want to thank the membership for giving me the opportunity to fill the presidency for the rest of this term. I do not take this responsibility lightly and will continue to fight for all members. United we stand, divided we fall.

In Solidarity,

Dave Cook

President

**Contact your Congressperson!**

**(202) 224-3121**

## Motor Vehicle Services

Here we go through the crap once again, Writing about the current events and what has been. Supervisors doing our Dispatch jobs, One Sup thinks he's funny, but we don't. So here's something that should make people grin, I settled a grievance, and its a big win. Management put 6 conversions on hold, this was contractual violation not to mention quite bold. You treat your employees like crap, then wonder why were so few, what comes around goes around and sooner or later it'll happen to you. You deny every grievance just to pass the buck, haven't you learned by now. Violate the contract that's really all you know, If I owned the place out the door you would go. The contractor gets paid to run loads to THS, we keeping track of when you fail, and we clean up your mess. Last September/October 8 bids should have been posted, another remedy for the drivers, and management got roasted. Again and again, time after time, I explain how to do it and save you a dime. You look like you listen with great intent, but continually break the contract so you should get bent,

I'm running short and about out of time, so I'll tell you what current and end my rhyme.

Like always management is doing bargaining unit work dispatching.

They are trying to crack down on attendance and do day in court for it.

Ad-Hoc DSI grievances will be filed for not using our instructors 3-4 times a year.

Management had to post 8 bids which should have a small monetary attached to each.

6 DAS bids were finally settled to be posted and the PTF's will be converted to full-time and seniority backdated to 8-14-21....finally converted !!!!!

There's always more that's in the works but I don't have time to write about it all right now. I can tell you there's some big changes that are going to happen. It's time to take control and the drivers and mechanics need to stick together and run the show. I am going to get some dates together and set-up some Zoom meetings where drivers can get together and come up with a plan to stop the bullshit we continually get put through....This will include the mechanics.

I would like to welcome Mike McManus. He is the newest steward and works out of the VMF so feel free to say hello and let him know what's going wrong.

Lastly.....Congrats to Dave Cook for becoming the President of the St. Paul Area Local.

Fighting For You

Fighting For Us

Fighting To Win

In Solidarity,

Adam Godes

St. Paul MVS Craft Director

## Changes, Local and National

As stated in my last article, there have been a lot of changes in the Union, Nationally and locally. Nationally we ratified the contract. We have put out flash bulletin explaining what we have achieved. You can also find this information at AP-WU.org. With a new contract that also means that local negotiations will start.

Locally, Willie Mellen has retired, our President Todd Elkerton was selected to replace him as the next National Business Agent. Vice President David Cook was selected as the new St Paul Area Local President. Now his position is va-

cant. The executive board will be voting his replacement on April 11<sup>th</sup>. This more likely will create another vacancy and again a notice will go out soliciting to fill that vacancy.

We have a second PSE that has stepped up to be a Union steward to represent the clerk craft. An Automotive Technician has also shown interest in becoming a steward for the MVS craft. Please welcome them aboard and know everything they work on will be reviewed by an officer or experienced steward. Each one of us was a new steward at one point.

If you filled out a CA1 for COVID19 and you have not gotten a response in a while, there maybe something missing from your case. Review your case in ECOMP to see the status. It may be something as simple as filling out a 3971 requesting COP. Management has no interest in informing you when something is missing from your case.

Jason Stevens

Industrial Relations Director

## Safety Side - Steward Side

### **SAFETY SIDE**

There are two (2) inspections coming up:

April 6 & 7 2022

St. Paul P&DC Safety and Health Inspection Q3 FY2022

April 11, 2022

LDC Safety and Health/Fire Inspection

An inspection checklist is used that contains the Safety Toolkit. It references current OSHA and other applicable regulations, standards, and postal service policies used to determine the deficiencies at each facility.

Any questions, please give us a call.

### **STEWARD SIDE**

Congratulations and best wishes to Clerk Craft Business

Agent Willie Mellen on his retirement. Congratulations as well to Todd Elkerton on his newly appointed position as Business Agent, Clerk Craft and congratulations to our new local President, Dave Cook.

The first quarter Audit with the Trustees and Treasurer will be Mid to late April.

MEMBERS, PLEASE REQUEST A STEWARD BEFORE ENTERING A ROOM WITH ANYONE FROM MANAGEMENT. LET THE STEWARD OFFICE KNOW ASAP WHEN YOU RECEIVE ANY DISCIPLINE.

In solidarity

Shelley R. Fleming

Steward/Trustee Chair/Safety Representative

## Recent Grievance Settlements

The Union settled grievances for a total of \$28,145 in March

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 92% organized.

## March GMM Drawings

### **VOE**

Kou Her—not present \$100

Brian Borgerson - not present \$25

Shelly Flemming Present - \$50

John Lynch not present \$25

Ann Ziemer present \$50

### **Copa**

Eugene Klein \$100

Deborah Green \$75

Vicki Bugbee \$75

### **Door Prizes**

Todd Elkerton \$50

\$300

Melaku Teferi—not present

**You must be present to win to \$300 prize.**

**Congrats to the Winners!**

# Maintenance Report

Well we ratified the new Collective Bargaining Agreement (CBA) recently, and with the new CBA there has been some exciting changes to Article 38 Maintenance. In December 2020 the Joint Contract Interpretation Manual (JCIM) there were changes made regarding Applying for inclusion or promotion eligibility registers. This allows all non-maintenance Postal employees an opportunity to enter the Maintenance Craft throughout the year.

## Article 38.5.B.7

### APPLYING FOR INCLUSION ON PROMOTION ELIGIBILITY REGISTER (PER)

The three-year cycle of "open season" was deleted in the 2018-2021 National Agreement. Employees who are not on a PER(s), may apply for inclusion on the appropriate promotion eligibility register(s). Employees who apply will receive the

results of their application(s) no later than sixty (60) days after testing provided the applications have been properly completed by the applicants. This opportunity is not for an employee who previously received an ineligible rating. An employee with an ineligible rating would use the update process. All positions in an installation, both MSS and Non-MSS, are available for application for inclusion on the appropriate promotion eligibility register.

The new changes to the 2021-2024 CBA Article 38 in the back of the new contract now requires Maintenance Management to post In-Service requests from March 1, through March 31 every year (except 2022) for non-maintenance craft employees to submit a written request to be tested for Maintenance Craft eligibility ratings for all occupational groups. This requirement includes all Post offices that have Maintenance positions assigned to them, such as but not limited to Associate Offices.

## MEMORANDUM OF UNDERSTANDING BETWEEN THE USPS AND THE APWU, AFL-CIO

Re: In-Service Examinations, Register and Eligibility Ratings

The U.S. Postal Service and the American Postal Workers Union, AFL-CIO, agree that on an annual basis (from March 1-31), any career employee may submit a written request to be tested for Maintenance Craft eligibility ratings for all occupational groups (excluding NST ET-11). The testing process shall follow the cur-

rent timelines. Once an employee receives eligibility ratings, the employee may then request placement, or reinstatement, on in-service registers. In the event there is no in-service register, the employee's eligibility ratings shall become a part of their eOPF. Management shall notify the employee of the results no later than sixty (60) days after the testing, provided that the applications have been properly completed. On an annual basis on April 1, (beginning in calendar year 2023), all employee names from the preceding year's in-service registers shall be purged, with the following exception: any employee that is on an in-service register must submit a written request to the MSS Coordinator during the month of March to remain on the in-service registers.

There are 11 steps to filling Vacant Maintenance positions and if you follow the above contractual changes this year and going forward, and you obtain a passing (955) test score and get interviewed you shall be placed on the (PER). If you have a (955) Test score already you can request placement to be included on the PER at a Post facility that has Maintenance positions that you have a passing score.

## Filling of Maintenance Vacancies

### ORDER FOR FILLING VACANT MAINTENANCE POSITIONS

The appropriate PAR and PER must be exhausted before considering other hiring options. To be considered qualified an employee must either be eligible under the current in-craft process for the position in question or be a Maintenance Craft employee in the same level and occupational group as the vacancy. Also, see Article 38.3.K for additional items regarding qualifications for reassignment or retreat under Article 12. The following is the order for filling vacant maintenance positions:

8. Consider non-Maintenance Craft employee requesting transfer through eReassign.

There are some important notes to the new changes that places a responsibility on the employee that wants inclusion into the Maintenance Craft and they are as follows:

It is the responsibility of the employee seeking inclusion into the Maintenance Craft, through the new inclusion process, to provide in writing to the MSS Coordinator every year that they

want to remain on the in-Service register. Without a written request the employee will be dropped from the in-service register.

The employee requesting inclusion to the Promotion Eligibility Register (PER) must monitor their email account they list on their request, as well as, the junk file.

If you have placed your request into the MSS Coordinator and you have not received anything in your email account on file, then make sure you contact the MSS Coordinator and a Union steward from the Maintenance Craft.

The employee's responsible to make sure that the process is followed by notifying the Union if they have not received any follow-up from Management within 10 days from request. If you have not received any emails from the MSS Coordinator within 10 days from the request date you must contact the MSS Coordinator and a Union representative, to ensure your request was received.

These changes are required at all postal facilities that have Maintenance positions assigned to the facility, to include, Associate offices. Such as, but not limited to, Laborer custodial PS-4 or Area Maintenance Technician PS-9 (domiciled).

With these new changes to the CBA, vacant Maintenance positions should be filled within the fifty-nine (59) days out lined in Article 38. I hope this information in helpful. If you have any further questions contact the Maintenance Craft Union representative or the MSS Coordinator at the Postal facility you are trying to gain a Maintenance position. If the In-Service sign-up is not posted at your facility during, (This year only April 2022) or next year March 2023, contact the Maintenance Craft APWU Union office so this can be addressed.

I hope all of you enjoy the warmer weather coming this way soon.

Jim Pierce  
Maintenance Craft Director  
St. Paul Area Local

## Hello Brothers and Sisters

### Article 7.1.B.3

#### PSEs Conversion to Career

With the exception of PSEs in Level 4 RMPO's, and if not converted earlier, PSEs will automatically convert to career after they reach 24 months of relative standing. (Note: this initial conversion will take place on 4/23/22)

MOU, RE: PSE Automatic Conversion to Career – Explains new entry step GG. In Level 20 offices, PSEs are converted to PTF. In Level 21 and above offices, PSEs are converted to Full-Time flexible (FTF).

24 month conversion does not apply to PSEs converted earlier via MOU, Re: Residual Vacancies – Clerk Craft, or through maximization.

The initial career conversions of PSEs who reach 24 months of relative standing is effective on 4/23/22. Subsequent conversions of PSEs when they meet the 24 month relative standing prerequisite will be on the first day of the 3<sup>rd</sup> pay period

after reaching their 24 months.

Maximization Article 7.3, page 113 is also an avenue for conversion to FTR, as is 37.3.A.1, page 101, residual vacancies – Clerk Craft MOU – pages 241-244.

#### PSE Conversions to FTF

Upon PSE's conversion to career full-time flexible (FTF), Article 37.4 will apply.

Article 37.4.A – Full-time flexible employees and unassigned regular employees are considered unencumbered employees.

Once any career FTF has been unencumbered for 120 calendar days, if the number of FTR duty assignments is less than the number of full-time clerks in the installation, Article 37.4.D will require that a newly established duty assignment be posted for bid.

FTF is not a separate category. FTF can be assigned a flexible schedule and is an unencumbered employee who does not hold a duty assignment, in accordance

with Article 37.4.A, page 113. Article 37.3.A.1, page 101 should also be mentioned as a way to argue that FTF work hours create newly established duty assignments that must be posted for bid.

MOU-PSE Automation conversion to career, pages 261-262 has the Q&A at the end of the MOU "With the FTF automatic conversion language is it the intent of the parties to change any of the existing contractual provisions regarding FTF employees? Response: No. FTF employees are considered unencumbered and assigned schedules and duty assignments in accordance with Article 37.4."

Bruce Gutzke

Clerk Craft Director

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

There was a quorum at the February Meeting and new officers were elected. Congrats and thanks for stepping up to the new officers: Bill Catlin—President Joe Marino—Vice President

The next meeting will be May 18th at 11:00 at the union office. If you wish to attend via zoom, please call the union office at 651-778-1637 at leave your email address. We will be sure to send you the link

Remember, we have our annual picnic in July so we will be planning that at the May meeting!

As always contact your representatives about postal issues! **(202) 224-3121**

## These new members were welcomed to the Union at the March GMM

Kokou Amoussou

Ayantu Etana

Tecoyia Durham

Devin Bell

David Bochman

Michael Clark

Tecoyia Durham

Ayantu Etana

Aden Gebregziabher

Brandon Greeder

Ryan Kawata

Jessica Lanegran

Melissa Leko

Thomas Lin

Mulunesh Mitiku

Andrew Olson

Kirby Vang

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**

Dave Cook .....President  
Vacant .....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

**Retiree Dues for 2022 are due!**

With death benefit— \$20.00

Just membership - \$14.00

Send to:

PO Box 21128

St. Paul, MN 55121

**General Membership Meeting**

**April 26**

**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 Drive**

**Refreshments served**

**General Membership Meeting**  
**Schedule**

**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.
No meeting in December	

**Retiree Meeting**

May 18th

At the Union Office 2261 Waters Dr

Attend in person or via Zoom!