

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

It appears the Tentative Agreement will be ratified. As I write this article the count is in the last day and the vote is 34644 in favor and 2149 against. There will be more information concerning what this means to come out in the coming days. For us Locally, it will mean Local Negotiations will be the next step in the process. The last CBA, there were very few work place changes so with COVID-19 and the short period between the next agreement the decision was made not to open Local negotiations up. There are some changes in this agreement where we will have to look closely and see if we need to make adjustments to the LMOU's. **In the meantime, if there is anything within the LMOU you would like to see change submit suggestions to the Union Office for the negotiation teams consider.**

Last week, the MN APWU leaders were asked to participate in a press conference with Senator Tina Smith to highlight the Postal Reform Bill of 2021 which will be voted on soon by the Senate. This legislation has been a goal of the APWU since the passing of the Postal Accountability and Enhancement Act in 2006 which required the USPS to fund retiree health benefits 75 years into the future. This required payments in excess of 5 billion dollars a year. This requirement is something which no Federal Agency or private sector company is required to do. This requirement blew a hole in USPS finances resulting a slow decline of delivery standards and impacting timely delivery of the mail. The current legislation eliminates this requirement and forgives the USPS of the payments it has not made and deferred. It also ensures 6 day a week delivery requirement.

Further, the bill requires the USPS to place on the website dashboard data which tracks timely delivery of the mail.

Last, it will require Postal Workers who retire to, at age 65, chose Medicare A and B. It is important to note this requirement will not be placed on anyone who is present retired, although it does allow those who are to sign up for it without penalty for a period of time. In a nutshell, the Bill will put the USPS on firm financial footing and save the USPS millions of dollars a year moving forward. Which benefits us all.

The 4 State Caucus is this week March 3-5 in South Dakota with the APWU leaders from MN,WI,SD, and ND will be preparing resolutions for the upcoming respective State Conventions and if passed will move for consideration to National Convention in August.

The leaders work hard to submit things we believe need to be changed in our CBA and National Constitution.

This will be the last days of work for retiring Clerk Craft Business Agent Willie Mellen who was a former President for this Local. He also served other roles on the Executive Board after becoming a Steward in 1987. There will be a retirement party for Willie Mellen at this APWU function to recognize all the good things he has done in his years of service to the membership. The St. Paul Area Local Executive Board approved a motion to help with its expenses and also approved a motion to bestow on Willie Mellen Lifetime Honorary APWU membership. This means the St. Paul Area Local will pay his union dues and maintain his membership for his lifetime.

Willie you've done good! Thanks on behalf of the members for all you have done for us over the years.



Contact your Congressperson!

(202) 224-3121

Snow Removal

We have been getting a lot of complaints and questions regarding Snow Removal. Below is a synopsis of the National Agreement.

The National Snow Removal Services Statement of Work (SOW), which is the national snow removal contract, states that

The contractor shall maintain the assigned facilities free from all hazardous conditions that may develop from ice or snow at entrances, steps, landings, sidewalks, and parking lots.

All sidewalks, stairways, and parking lots shall be clear of all snow and ice at least one hour prior to the beginning of business hours or sooner to accommodate mail trucks, and as needed throughout the duration of the storm.

The Contractor shall not dump snow on or near trees, shrubbery, ground cover, or flowerbed areas.

The contractor shall be responsible for clearing excess sand or other pretreatment material from treated areas.

The Contractor shall not injure, damage, or destroy government property. The contractor shall be held responsible for all damage to property, grounds and landscaping caused by equipment or the application of chemicals for ice and snow removal.

The Contractor shall maintain plowed and cleaned surfaces skid free by applying deicing materials or approved chemicals (salt/sand mixture or chemical treatment must comply with State and Local Department of Transportation Requirements).

If none of these are being followed, fill out a 1767, give it to your immediate supervisor or station supervisor/manager and request a Union steward.

How the snow measurements are calculated:

All official times and snowfall measurements shall be supported by those recorded by the U. S. Weather Service serving the local area. If discrepancies arise data will be provided by the supplier.

Time is of the essence with respect to the contract(s).

In regards to parking lots; If the accumulation of snow exceeds two (2) inches, the Contractor shall commence the snow removal operation without further notification, in accordance with the SOW.

In regards to sidewalks; If the accumulation of snow exceeds one (1) inch, the Contractor shall commence the snow removal operation without further notification, in accordance with the SOW.

The Contractor shall perform snow and ice removal from sidewalks.

The Contractor shall ensure that a pathway of at least 4 feet wide is free of snow accumulation, piles, or drifts by removing all snow and ice from sidewalks and steps. After snow and ice are removed from all areas, adequate anti-icing agent must be applied to combat slippery conditions for pedestrians. This may require multiple snow/ice removals each day.

The Contractor shall be required to keep all fire hydrants free of snow with a minimum five-foot

diameter area around the hydrant and a clear pathway free of ice and snow to the hydrant.

If ice is present, the Contractor shall apply a deicer that will effectively melt the ice.

It is the responsibility of the Contractor to purchase the deicer/salt ahead of the winter season. The contractors should not be using USPS purchased salt/sand/deicers.

The USPS shall have priority over any other similar contracts held by the contractor throughout the course of this contract. As such, the Contractor must dedicate such personnel and other resources as are necessary to ensure that the required snow removal services are completed on-time and in a diligent, skilled, and professional manner.

Management is going to have you, Labor Custodians, out shoveling the sidewalks, plowing the parking lots and/or the yard along with sanding and salting either independently or alongside with the contractors.

Snow removal should be craft work and we need your help getting the snow removal duties back to the craft. We need you to **write statements and be sure to mark it down on your EAWS/Daily Assignment Sheets or Work Order Sheet every time you shovel, plow, salt or sand.**

If you have any questions, please request a steward or call the office at 651-224-2639.

Matthew Garcia

MCT/Steward



Choice Vacation

For those of you at the P&DC and the Stations & Branches under the guidelines of the St Paul Area Local Memorandum of Understanding (LMOU), it is once again time to bid your choice vacation for the summer months. Below are some contractual guidelines from the LMOU:

E. Periods for requesting choice vacation will commence no later than March 1st of each year. Employees must submit their Form 1547 to management no later than March 21st. Normally, management will complete and return Form 1547 to employee no later than March 31st of each year.

If Management does not provide you a PS Form 1547 by March 1st, ask for a steward. Likewise, if your completed PS Form 1547 is not returned to you by March 31, request a steward. We can then address the issue with management.

C. From May 22nd and including June, July and August and from the 1st Saturday in November and continuing for a total of 21 calendar days, 14% of each complement will be scheduled on annual leave in each section or unit.

G. It is agreed that all employees shall be granted 2 (two) selections as their first choice during the choice vacation periods. If an eligible employee requests 15 (fifteen) continuous days of annual leave, such request will be counted as 2 (two) selections.

H. The same method for choice vacation leave scheduling shall be used in all sections. Management shall furnish vacation in addition to the schedule posted on the bulletin board. A calendar and a duplicate Form 1547 shall be utilized. The duplicate Form 1547 shall be returned by Management to the employee as his/her officially approved vacation record.

I. The complement in a section or unit on a Quarterly basis shall be used to determine the number of employees off on the guarantee of 5 (five) days or more and choice vacation.

If you are at an associate office, your vacation bidding procedures are laid out in your stations MOU or the National CBA. If you are not sure what your vacation bidding procedure entails, request a steward or contact us at 651-224-2639 and we would be more than happy to look it up for you. Do NOT take management's word as to how vacation bidding should work! All too often we see bargaining unit employees misled as to the intent of the contractual language.

In Solidarity,
Dave Cook, VP

Motor Vehicle Service

Hello Brothers and Sisters,

I hope everyone's 2022 is better than 2021.

Dave Cook and I have been meeting on RI-399 issue's. We have been trying to finish up the inventory on the SPSS, ADUS, and AI Flat sorting machine and also trying to address the issue back in May when management took Flat tubs and letter trays and gave that work to the mail handlers and have them separate that mail in the AO High and LOW. Any time management makes a change you need to notify the Union ASAP so we can file a dispute. We don't want to give our work to the mailhandlers.

Step-2 has been going well. I have to thank all the stewards for all their hard work. We finally got a member to step up to be a steward on Tour-1. She is very new, so go easy on her. We need at least 2 more stewards on T-1 to help out. Make sure when you drop off your statement you have your PHONE # on your statement and Pay Location and who your supervisor is. Also please Print and sign your name and EIN # That helps us out a lot.

We are still having a lot of FMLA problems. Make sure you ask for a steward and make sure you fill out your 3971 for the time you need. Please do not wait until 2 days before you're going back to

your country to ask for help. We need at least 1or 2 weeks' notice.

I can't believe I even have to say this DON'T STEAL FROM THE POST OFFICE, you will get fired.

Also make sure you badge in and out of the turnstiles. Don't follow someone or set off the alarm, the plant manager is not happy watching people do that. Also make sure you are on the right operation number that helps us to protect jobs.

Thanks

Bruce Gutzke

Clerk Craft Director

Hello Brothers and Sisters

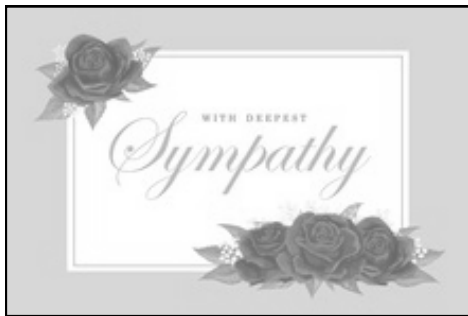
The 4th Quarter 2021 Audit was scheduled and conducted on February 10, 2022. All Officers were present: Sue Rodriguez, Clerk Craft Trustee; Matt Garcia, Maintenance Craft Trustee; Ray Koser, Motor Vehicle Craft Trustee; and Tim Strong, Treasurer. There were a few questions that came up and were answered by the Treasurer. One issue that was found: there was a request submitted in October 2021 for pay for the all craft conference and then a second request submitted in December 2021 for the same date. Both dates were paid out. A request for the over-payment has been made. The officer has agreed to reimburse the local for the overpayment. I would like to thank everyone for helping with the thorough Audit that was conducted.

ON THE STEWARD SIDE

REMINDER:

When a supervisor or other USPS official such as OIGs or PIs ask to interview you or take you out of the work area into a room about any matter which you reasonable believe can result in discipline, you have the right under the law to the presence of a steward or other APWU representative to assist you in answering any questions. You also have the right to a private meeting with the steward prior to your being questioned. You must request a steward, it is not automatic that one is provided. If you request a steward, they must either agree to let you have a steward prior to questioning or cancel the interview.

Shelley Fleming
Trustee Chair



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

Our deepest sympathies to their family and friends.

Vernon Jones

Recent Grievance Settlements

The Union settled grievances for a total of \$65,580

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.

Maintenance Report

Hello Maintenance

With the new season upon us we can only wait for the warmer weather to arrive and melt away the cold winter. I have been approached by several employees asking about staffing issues here at the Saint Paul Installation to include the Twin Cities LDC and Stations and Branches. I assure you that the Union has filed numerous grievances regarding the Staffing Packages as well as, all the reversions taking place.

In the past several years since I took the position of Maintenance Craft Director, I have filed several grievances that were resolved where work was supposed to be returned to the Maintenance craft bargaining unit. Some of the work that has been resolved to be returned is all repair/replacement/corrective / Preventive and Annual Inspections for all HVAC, EPAC, Fiber Optic, Dock Door, Hoist Systems, Plumbing, to list a few examples. However, Management refuses to comply with these settlements, requiring the Union to continue to file grievances for non-compliance.

Unfortunately, HQ Maintenance Management refuses to allow this work to be included in the Staffing Package resulting in reduction of staffing levels. Grievances have been filed to get this work included into the Staffing Package(s) and to get the work assigned accordingly to the Craft.

Local Management continues to subcontract this work out even though there are settlements returning the work, which will

result in additional grievances being filed. So, rest assured, we are filing every grievance we can to get our staffing levels to where they need to be to properly maintain the facility and the equipment installed in it.

PS Form 1723 Issues:

I want to stress to all Maintenance craft employee affected by the changes to the Preventive Maintenance (PM) windows from tour 2 to tour 1 that grievances have been filed and we are working on getting all the relevant documentation to properly investigate the Grievances. The issue of the improper PS Form 1723 Assignment Orders or lack of 1723 to some affected employees, this is being addressed in the grievance process.

I want to stress to everyone that Management must provide a copy to an employee for signature no later than the Wednesday preceding the start of a detail assignment. If Management hands you a PS Form 1723 Assignment Order to sign, make sure you write the date next to your signature even if it is already entered in the box next to your signature box. In some case, we have noticed that Management has typed the date into the date box as if it were signed on the Wednesday, but the employee did not receive or sign for it until after Wednesday.

Management is required to follow some basic rules when issuing a PS Form 1723 to an employee for the purpose detailing out-of-schedule for details.

When issuing a 1723 to an employ-

ee, it is no later than the Wednesday preceding the start of the detail.

Make sure the employee signs the 1723 no later than the Wednesday preceding the start of the detail.

Provide copies of the PS Form 1723 to the Union prior to the start of the detail.

I request that all employees who receive a PS Form 1723 from Management provide a copy to the Union ASAP, so we can ensure that the process of notification is followed correctly. If in the case where you receive a verbal directive or extension of any Assignment Order (detail) for whatever reason, make sure to request to see a Union steward so the appropriate grievance can be filed.

I want to express my great appreciation by thanking both Matt Garcia and John Turnberg for their dedication and hard work representing all Maintenance Craft employees. If you see either of these two, make sure to thank them for their hard work. If you are on tour 1 or tour 3 and you are interested in becoming a Union Steward to help us fight Management and to hold Management to the requirements of the National Agreement, please let me know. We need Maintenance stewards on tour 1 & 3.

Jim Pierce
Maintenance Craft Director



Hello Brothers and Sisters

I have several grievances that require me to go through hundreds of pages of employee's clock rings each week. I noticed that most employees are not on the proper operation. I also noticed that nobody seems to be hitting moves when they change what mail they are working.

Although you can't see how important being on the right operation is, behind the scenes they represent everything. It may be the difference from keeping a job at a station, occupation group or section. It may be the difference between converting a noncareer PSE or PTF to full time regular. It may be the difference between winning or losing a grievance. Please try to always be on the right operation, everything depends on it.

A 3971 is your "Request for or Notification of Absence". Anytime you are absent from work, preapproved or unscheduled a 3971

should be filled out. This includes Annual leave, sick leave, LWOP - Leave Without Pay, COP - Continuation Of Pay, 049 - OWCP, Admin leave and FMLA.

To many employees are leaving this up to Management and all too often Management puts in the wrong information and they take your annual rather than sick leave as you requested. You don't find this out until after you get your check, then it is too late to change it in the system and now a payroll adjustment has to be made which takes forever.

The other problem we see a lot is Management hands an employee all their 3971 in their day in court (pre-discipline interview) and ask them to sign the 3971s. Now it's Months later, the employee doesn't even look at what they are signing (it doesn't say FMLA as they requested or in some cases Management hands the employees a 3971

stating AWOL and the employee signs it, like they actually request AWOL). If Management hands you a 3971 to sign you can make changes on that request if it is not what you requested.

If you are leaving for an extended period of time your 3971s should be filled out prior to you leaving. They should be filled out per pay period so it is clear what weeks you are going to be gone and what leave you are requesting.

Jason Stevens

Industrial relations director

Welcome New Members

John Albright

Melaku Belay

Dejra Bishop

Alice Blesi

Marvin Bradford

Antoinette Collins

Joseph Cunningham

Gebremariam Bagnachew

Abdi Duh

Timothy Frank

Endale Gifawosen

Gabriel Hearne

Sasina Jima

Rita Monkweh

Robert Pieczka

Rahel Shulbe

Michelle Simmons

Yvonne Tillman

Bret Stevenson

Mee Vang

Lynne Watson

February GMM Drawings

\$50 Door Prize

Jim Pierce

\$300 Drawing

Ross Padi (not present)

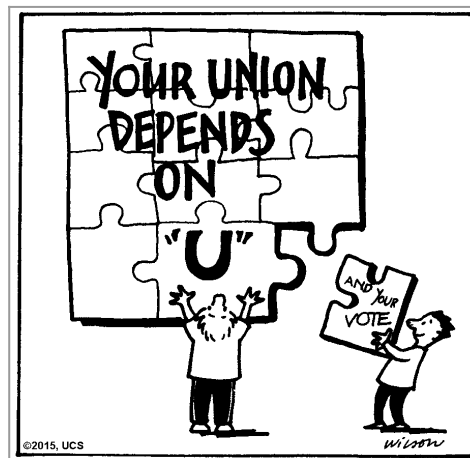
You must be present to win.

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

There will be a meeting 3/16 for the Retiree's Chapter. We will be electing new officers.

The meeting will be in person and available over zoom. Please call the Union office to request the meeting link. We will email you the link.

651-778-1637



Proposed Constitution Change

As there was no quorum in January, the following change will need to be acted upon at the March meeting:

Constitutional Change

In accordance with Article 15, Section 2, the St. Paul, MN Executive Board submits the following amendment to the Constitution:

"Strike \$12.00 and replace with \$14.00 in Article 3, Section 4.1"

This changes the amount a member of the Local who retires will be required to pay to maintain non-voting honorary membership.

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
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

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

March 22

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**

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.

Retiree Meeting

March 16, 2022

At the Union Office 2261 Waters Dr

Attend in person or via Zoom!

Officers to be elected!!!