

APWU

St. Paul, MN Area
Local APWU AFL-CIO

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Greetings Sisters & Brothers,

As I write this article fall is officially upon us. I for one enjoy the crisp morning air and amazing colors a Minnesota fall brings. As usual this time of year management is starting to prepare for PEAK season. One of the big challenges this year is hiring employees off the street to help with surge in mail volumes that is guaranteed to come. Management has held numerous job fairs this summer and fall to help increase our staffing levels. In an effort to help with this process and get our facility staffed the St Paul Area Local did have stewards & officers present at some of the events. The job fairs seemed to be a success as we had 100 plus applicants off the street.

Below are some other important dates coming up for our members:

*October 5, 2022 ballots for the APWU National election are due. You each should have received official ballots via mail. Your National Officers are elected via a true democratic process every 3 years. I hope you all took a chance to fill out your ballot and let your voice be heard.

*Retroactive payments will appear as a pay adjustment on paychecks received October 28, 2022. This is due to the backpay owed per the 2021-2024 CBA.

* Periods for requesting choice vacation time for the months of January, February and March, will commence no later than November 1st of each year. Employees must submit their Form 1547 to management no later than November 21st. Management will complete and return Form 1547 to employees no later than November 30th. It shall be the intent of the Local Agreement that:

-Annual leave requested within the 16% for the months of January, February, and March shall be deemed as part of the employee's first choice for that year.



*November 19, 2022 all career APWU represented employees will receive a 1.3% wage increase, per the 2021-2024 CBA. Due to the combined record-breaking COLA's and this upcoming wage increase, career APWU represented on average will have received an increase of \$4000 plus dollars annually. It pays to be in the Union!

*Upcoming Health Fair at the P&DC will be November 22 this year in two sessions. 7-10AM and 5:30-7:30PM. As usual this will occur in the main breakroom. An interpreter will be available for both sessions. Please prepare in advance and ensure you are able to login to your Liteblue account. This is the easiest way to update your benefits. Now is the time to work on resetting your password if you don't remember it.

Solidarity,

Dave Cook, President



Contact your Congressperson!

(202) 224-3121

Local Memorandum of Understanding

Recently, everyone received our Local Memorandum of Understanding or LMOU. I bring this up for a couple different reasons. First, any employee that was hired after 2015 has never gotten one. After our local negotiation ends and the new LMOU is signed, the Local sends a copy to all its members. In 2015 we had a contract from 2015-2018. In 2018 we did not change anything in the LMOU, so a new one was never drafted. This is the first chance since 2016 that the Union has sent the LMOU to its members.

What is the LMOU?

Article 30 of the National Collective Bargaining Agreement or CBA allows the locals to negotiate 22 different items locally as long as it doesn't conflict with the National CBA. An example would be number 14 that states; Whether Overtime Desired Lists in Article 8 shall be by section and/or Tour. Locally this is done differently by craft and installation. You can look it up in your LMOU to see which one applies to you.

The reason some items were given the opportunity to be negotiated lo-

cally is the contract applies to 5 different crafts. This ranges from a custodian in a small office, a Vehicle Mechanic that fixes our postal fleet, to the window clerk selling stamps, our Maintenance employees that fix our machines or buildings, or a DBCS operator at the Processing & Distribution Center (P&DC).

Something like how the overtime is given out in one section or tour may not work for the other areas, occupational groups or locations. Another good example would be the means that we bid on our duty assignments. Each craft is dramatically different, but is truly necessary to each craft because of the way we run.

The second reason I am bringing this up is one of the most common reasons someone doesn't file a grievance is they didn't know it was a violation. Management walks all over our contractual rights and they get away with just because we didn't know.

The LMOU is written in two sections, the body and the Q&A. Although the body may be a little confusing or misleading the Q&A is

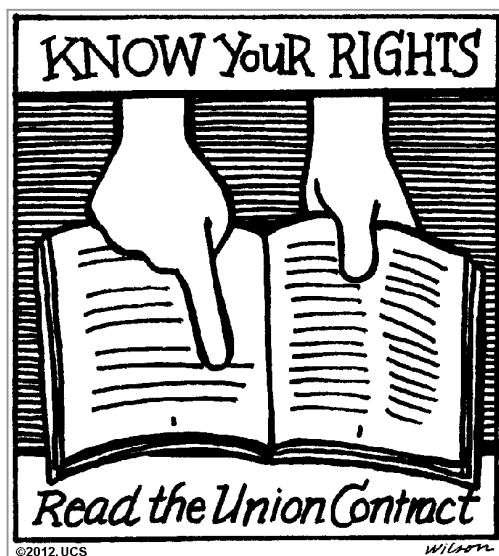
clear and concise. The LMOU will give you a lot of information within a pretty small booklet.

The third reason I am writing about the LMOU is, it has changed. As stated in Flash Bulletins, General Membership Meetings (GMM) or previous articles the local negotiation team has changed several items during this term. Most notable the annual leave percent has gone from 10% and 14% to a flat 16% across the board. Everything that has changed from the previous LMOU is **bolded** in the new LMOU so it is easy to see the changes.

I do have to mention that AO's are not part of our installation, so they have their own LMOU's. Go back and dig it out of that pile of mail that is just sitting there and read it for the first time or if you have paged through it in the past take a look again for stuff you may have forgot along with the new changes that have been added.

Jason Stevens

Industrial Relation Director



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

Officers:

President Bill Catlin

Vice President Ray Moore

Secretary Joe Marino

Treasurer Dan Blee

Trustee Larry Kramlinger

Next retiree meeting Nov 16th , 11:00AM . We will be giving away ten \$25 certificates for Thanksgiving . Come and enjoy . We also will have our regular 2 \$50 door prizes .

I sent in our check for affiliation with the Minnesota State Retiree Council , AFL-CIO . Since we have 440 members , it was \$75 annual fee .

Stay safe, hope to see you Nov 16th . Pizza from Savoy's will be served.

Bill Catlin
President

DIRECT ORDERS FROM MANAGEMENT

When management gives you a direct order you must comply EXCEPT if it is a safety hazard or illegal.

If they ask you to cross crafts; do what is asked and then ask for a steward.

File a grievance. Make sure you look at the date and time frame that violation occurred and if there are any witnesses.

If you don't follow managements direct order it can lead to discipline.

If management wants to talk to you and it's leading to discipline, ask for and have a steward present.

Follow orders unless it's a safety hazard or illegal!!

Kim Richardson
Clerk Craft Director

September GMM Drawings

Copa—\$100 Tina Jesinskii

\$75—Shelly Nelson

\$75—John Marrier

Door Prizes

\$50—Jim Pierce

\$300—Prince Wilson (absent)

You must be present to win!!!

Maintenance - Line H

In the Maintenance craft we have recently acquired a lot of new maintenance employees, especially in the custodial craft and there has been some misconception regarding Line H. Line H is NOT an automatic payout. So, what is Line H and how does it affect the custodial craft?

What is Line H?

Line H represents the total number of hours custodial work to be performed in a year using the criteria and standards in MS-47. Line H also factors in training, breaks and wash-ups. In other words, Line H is the calculated hours used to determine the staffing for that facility.

How is Line H calculated?

Management must meet or exceed the ninety percent (90%) of the LDC 38 work hours. LDC 38 refers to the Custodial Craft.

If custodial PM completion falls short of ninety percent of the LDC 38 work hours shown on Line H, management is required to compensate custodial employees identified by the local union at the overtime rate.

If management fails to meet the ninety percent mark again the following fiscal year, the violation must be compensated by the difference

between the LDC 38 hours and one hundred percent (100%) of the Line H amount.

For example, if the St. Paul P&DC Line H for the year is 67,000 work hours, management only has to meet or exceed 60,300 of the LDC 38 work hours ($67,000 \times 0.90$). If they don't then management has to pay the difference between the PM completion LDC 38 work hours and ninety percent.

For example, if management only scheduled 52,300 LDC 38 work hours for the year then management has to pay the custodians the difference at the overtime rate ($67,000 - 52,300 = 14,700 \times 0.90 = 13,230$ hours).

The following fiscal year if management fails to meet their ninety percent of the PM Completion LDC 38 work hours then management has to pay the difference between the LDC 38 work hours and one hundred percent (100%) of the Line H amount.

For example (using the above numbers), if management only scheduled 52,300 LDC work hours for the year then management has to pay the custodians 14,700 work hours at the overtime rate ($67,000 - 52,$

$300 = 14,700$ hours).

The Postal Service is required to staff, schedule and assure the performance of custodial duties. It is your responsibility to perform your job to the best of your abilities. As a Postal employee you can not refuse to perform any part of your job (unless it's regarding safety to yourself or others) or bypass a route just because you think you're going to get paid at the end of the year.

Let me be very clear about something... LINE H IS NOT GUARANTEED and it is NOT a guaranteed payout at the end of the year.

On a side note: **Never** mark a route complete "C" if you have **not** finished the route in its entirety. If management is instructing you to do so, ask for a steward.

If you have any questions, request a steward from your supervisor or a supervisor.

Matthew Garcia, MCT
Maintenance Steward

Recent Grievance Settlements

The Union settled grievances for a total of \$35,259.18 at step 1. The step 2 numbers were not available as of time of printing

The Union is working hard for you!

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 as a Union.

The Local is approximately 91% organized.

HELLO MAINTENANCE

I hope everyone had a great summer and you were able to enjoy the weather. Now we are entering into the Fall Season with cooler weather. With the season change, so must the work environment here at the Saint Paul Installation, Headquarters (HQ) has initiated unilateral actions against our Local Memorandum of Understanding by attacking our Laborer Custodial Section that for decades has been the Plant and Stations and Branches as one section.

Unfortunately, there are some in higher Management telling the Stations and Branches Custodians that they are no longer part of the Plant. The Union has initiated grievances to address these Unilateral actions. If you are one of the custodians that were told by Management of the changes, I am asking you to provide a statement to best of your recollection. Management has told you regarding ANY AND ALL changes that they say are coming. If you were given anything in writing I would like you to provide to the Local Union steward copies.

With all of the changes Management at the HQ level is making, most of them are drastic changes, reflecting most levels of the Maintenance Craft, regarding how they want processes to go, without first negotiating these changes with the National APWU first. It becomes the local union's obligation to initiate grievances that may ultimately be appealed to the National level if they are needed or to receive any remedy resolved at the higher level of the grievance process.

We need Maintenance Craft Union Stewards, so if you are interested please drop a written request to the Local President that you are interested.

This next issue may upset some of the Maintenance craft employees but I strongly feel that this issue needs to be addressed. Since 2014 as the Maintenance Craft Director, I have fought very hard to get training to the Maintenance

Craft employees. We have met with all new Maintenance employees during your first two weeks (training) and during this meeting I made it very clear to the new Maintenance employees that they would be required to go to NCED at Norman, Oklahoma for their qualifier as well as other training required to perform your duties. Unfortunately, in recent months there have been several employees that have refused to go to training for whatever reason, I must warn all of you of the Requirements according to the language in the December 2020 Joint Contract Interpretation Manual

(JCIM):

ARTICLE 38

QUESTIONS AND ANSWERS

MSS & PROMOTIONS

8. Question: An employee receives a promotion based on successful completion of training and then, for various reasons, refuses to attend this training. Is this employee still promoted to the position after 365 days?

Answer: On a case-by-case basis, management must determine if the explanation given for the refusal is valid. If it is determined to not be valid, the employee will be declared an unassigned regular in his/her original occupational code and level and the position reposted. The employee will be bypassed on the promotion eligibility register for this posting. If the explanation is valid and, on a one-time basis not to exceed another 365 days, the time limit may be extended until the receipt of training results from the National Center for Employee Development for the next scheduled course.

To answer another question regarding training billet's for Maintenance craft employees pending qualification is addressed on page 285 under Training:

TRAINING

1. Question: I have an employee who is

in a "promotion pending successful completion of training" status. The Notice of Intent listed a specific course that this employee must attend. Do I have to post this billet for volunteers?

Answer: Yes. The billet is posted for volunteers where the need exists; however, an employee in a "promotion pending successful completion of training" may be selected.

We need all Maintenance craft employees to go to training. Specifically, the employees that are new to the Maintenance Craft. In the next couple years, we will be losing quite a few senior employees to retirement, and we need the newer Maintenance employees to get trained so they can continue to maintain the equipment. Remember excuses to not attend training is a case-by-case basis and it is Management's discretion if the excuse is valid.

It must be stated that Management is very keen to subcontract our bargaining unit work, claiming that our Maintenance Craft employees are not trained or capable to do the work across the board.

Therefore, if we attend training and keep up to date on training they lose the ability to make such claims.

If you have any questions or concerns contact your union steward.

Sincerely,

Jim Pierce

Maintenance Craft Director



MVS Report

MOTOR VEHICLE SERVICES

So here's a change from my normal rhyming which is usually mixed with a little beat-boxing and HeAvY Bass. Lately MVS is still dealing with the PSA better known as the Annex. Still completely unorganized and as worthless as ever before...I can't believe the people who run that place can tie their shoes. Our management says it's a shared workload and if that's the case, who are we sharing it with?

The plan is to file a grievance and get that work put on scheduled runs so we aren't running down there to just sit and wait..while the contractor does their 1 or 2 runs and we make them a fortune...and yes, we're still waiting for our BBQ.

MVS management like them or not (not) has finally agreed to keep Run 904 on our upcoming yearly bid and I am grieving the rest of the DAS work AGAIN so we'll see how that goes but YES I have given management the green light and we are planning on bidding this year so I'm waiting for them to quit dragging their feet and provide a copy of the runs and see what changes they are going to try and sneak in.

Management is still doing our work and everyone will be getting a piece of the pie upon settlement and we thank them very much.

The fighting to be released for steward duties seems to be coming to an end. The NLRB has spoken and I be-

lieve a very heavy consequences will be handed down if we aren't released according to contractual rights.

National Officer Ballots went out and needed to be mailed in by I think by October 5th so hopefully you got those done and voted for our house leader....fingers crossed.

There is tons more to talk about and the best way to stay informed is to either come to a General Membership meeting or ZOOM meeting, but either way I inform you of everything going on and if you have questions it's the perfect opportunity to ask about anything you want or need to know.

As the battles continue, we remain victorious.

Fighting For You, Fighting For Us, Fighting To Win.

In Solidarity,
Adam Godes
MVS Craft Director

Trustee and Safety Report

Hello Brothers and Sisters

Second Quarter 2022 Audit was conducted on September 16, 2022 with all Trustees present. There were just a few questions that have been asked and then we can wrap it up. I would like to thank the Trustees, Matthew Garia, Sue Rodriguez, Kristopher Halbmaier and Treasurer Tim Strong for your assistance.

Safety Side

We have a busy week: October 3-6 2022. Monday October 3, 2022 was the Quarter 1 Year 2023 Semi-annual Safety and Health Inspection/Fire inspection at the Air

Mail Facility. There were fewer items on the list this time for abating. October 5 & 6 2022 will be Quarter 1 Year 2023 Safety and Health Inspection at the St. Paul P&DC Eagan MN. Deficiencies found during each inspection will be entered into the Safety and Health Management Tool.

Thank you

Shelley R. Fleming

Trustee Chair/Safety Representative

Vice President's Report

Hello Brothers and Sisters,

I hope everyone had a good summer. It was a busy summer this year due to the national convention in Maryland in August and the State Convention that I attended here in St Paul for the AFL CIO. I want to thank the membership for sending me to these conventions. In sad news, I also had to Chair a Trial Board for Charges against one of the officers in the local that had held the Secretary position for failure to perform the duties. At the membership meeting the membership held up the decision to remove that officer. In the next few weeks there will be a ballot sent to your house, so please read the information provided and then please vote.

I know that there were a lot of problems with the start time changes. Management is in charge of that process and they failed. The union does not have a say on the hours management chooses but the union does have a say on the process. We gave input, it just was not followed through. Shared service is the main group that dropped the ball due to not getting the bids on the last bid sheet like your letters said to the employees that had their bids changed for more than a hour. When I started in 1996 the hours in the St. Paul plant were 6:00 am, 2pm and 10:15 so as you can see the post office does

not changed much. I am sorry for any inconvenience due to this change.

Remember to ask for a steward if you see management or mail handlers or carriers doing our work. We need to protect our work. Also if you are working on a letter machine by yourself file a grievance to protect your work.

I also want to thank a number of members that attended the steward training. We will make a decision on which ones will be new stewards.

I am still getting used to being the Vice President instead of the Clerk Craft Director, a position I had held for 11 years. I am enjoying the new responsibilities and new challenges that come along with the job. I want to thank all the stewards and officers that have helped me over the last 22 years of being a steward or officer. I would like to thank Jerry Jacobson who showed me how to be a good Craft Director. I will miss him.

Bruce Gutzke

Vice President

**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

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Jason StevensIRD
Camille TuckerSecretary
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Kim RichardsonClerk Craft Director
Jim Pierce.....MNT Director
Adam Godes MVS Director
Shelley Fleming.....Trustee Chair
Sue RodriguezTrustee Clerk
Matt GarciaTrustee MNT
Kris Halbmaier.....MVS Trustee

Retiree Dues for 2023 are due!

With death benefit— \$20.00

Just membership - \$14.00

Send to:

PO Box 21128

St. Paul, MN 55121

Retiree Lunch

Great Moon Buffett Maplewood

10/19 11:30 a.m.

Lunch at your own Expense

The next official meeting is Nov 16th at 11:00 at the union office.

**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	

General Membership Meeting

October 25

11:00 a.m.

Refreshments served

**If you would like to attend via zoom, please contact
the office for the link. 651-778-1637**