

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

Brothers & Sisters,

By the time this article reaches you summer will officially have ended. I hope you all had a chance to spend some time with friends and family and enjoy the beautiful MN weather. This summer your local remained busy representing our members. Our summer began with the opening of Local Negotiations for all facilities under the St Paul Instillation. This process was time consuming but, in the end, I believe we were able to achieve some important gains for our members. Some of these changes are in bold as follows:

Art 10.3.B

During the leave year 16% of the compliment will be scheduled on annual leave in each section or unit, except December."

Article 8.5

D. Employees on the "Overtime Desired" list from the previous quarter shall have their names automatically placed on the list for the next quarter, and their names shall remain on the list unless they provide the Employer with written notice of their desire to remove their names from the list.

Art 8 Q&A

Q17: Can an employee sign up for the ODTL if they are on leave?

A: Yes. However, it is the responsibility of the employee to contact management to sign up during the posting period.

Art 11 Q&A

Q5: What if an employee who is not placed into or does not hold a duty assignment, in a different section which is to take effect after the holiday sign-up sheet has been taken down, can that employee be "forced" to work during the upcoming holiday schedule?

A: No. An employee who is not placed into or does not hold a duty assignment at the time the holiday scheduling is conducted, they are considered as

"non-available" to be "forced". However, they can volunteer to work as long as the holiday schedule is still posted.

By now all members represented under this LMOU should have received a newly printed copy of the LMOU in the mail. If you did not receive a copy in the mail please contact the steward's office so we can assist you.

Representatives of the St Paul Area Local attended the 26th Biennial National Convention in August. This is the first National Convention we have had since 2018, due to the Covid 19 pandemic. It was great to get all Locals from across this Nation under one roof again. Most Stewards and Officers were able to attend a day of pre-convention workshops followed by 2 days of craft specific conferences. These conventions are a great resource for your representatives. Being able to hear the issues other Locals are having and how they are fighting them along with face to face conversations with APWU National Officers is key to the success of our Local. Then to top it off there were 4 days on the National Convention floor. Those 4 days were spent voting and debating on resolutions brought forward which will guide our National Officers and organization on the direction the members want the APWU to go. It is truly a democratic organization.

Lastly, effective August 27th, 2022 career APWU represented employees will receive a \$1.18 per hour cost of living adjustment (COLA) per the 2021-2024 CBA. This equates to an annual increase in wage of \$2455. You will see the increase on your paycheck dated September 16, 2022. That means in the first two years of our contract we have received 2 COLA's totaling an annual salary increase of \$3765! These COLA's are key in helping offset rising inflations. The APWU is the only Postal Union who still receives full COLA's per our National agreement. It pays to be Union!

In Solidarity,
Dave Cook
President



Contact your Congressperson!

(202) 224-3121

Clerk Craft Director's Report

"APPRECIATION: WARRANTED!!!"

"GET INVOLVED" COME TO THE NEXT UNION MEETING SEPTEMBER

27, 2022 AT 6:15PM.

As your new Clerk Craft Director, I attended my first National Convention in August 2022. I want to say "THANK YOU" to the membership for allowing me to attend. I

would love to go to more conventions. A great learning experience!

Start getting involved with some of the little things that can make a difference with our union. Come to the next union meeting Tuesday September 27th, 2022 at 6:15pm. It can be informational for you the membership, talk about work issues and to get knowledge on the future of the Post Office Operations. If you can't be there in person, you can ask the Union for a Zoom meeting link.

In person we have pizza and refreshments (Pop, Water).

Kim Richardson

Clerk Craft Director

MVS Report

So I want to start by thanking the membership for the opportunity to attend the National Conferences. It's great to talk to other MVS Craft Director and Stewards to find out what battles are being fought across the country and it seems that we're fighting the same monster which is bad leadership. Sub-contracting work that you know your craft could easily perform, Sending automotive work to other shops because you're more worried about paying over-time or because you think it'll save you money, making postal drivers do contractors work allowing them to ride our coat-tails and still pay them....and you say it's shared work which is such BS...you allow the guys who save your ass on a daily basis to get screwed over while you knowingly break the contract constantly. How'd you forget where you once came from? My only one and true question is "Do you believe your own BS?" I'm not alone when I say all this, there are hundreds of people who feel the same as I do but even more who feel even stronger.

The Annex could fall off the planet and there isn't one driver or dispatcher that would give two thoughts about it. The most unorganized and poorly run facility I have even witnessed. Can a schedule be implemented? And if there is a schedule,

can it be followed? Everyday... yes everyday...PURE CHAOS... I don't know why after doing the same thing day in and day out that consistency has yet to be found.

St. Paul Management provided a BBQ cookout for the employees of the Annex, employees who are either NDC or Minneapolis employees...The St. Paul MVS drivers have been running loads to and from the Annex since it started. MVS Management didn't create new jobs or bids to perform the 8 to 13 runs every night, BUT what they did do WAS add the work to the current drivers schedules, some getting NO breaks until hours later... How was that BBQ? Can you tell I'm irritated? This is just the start of the storm that's forecasted ... Like The Rain before the Monsoon...

Here's what's going on in MVS....

We settled an NLRB case and the settlement will be posted for all to read.

Still filing supervisors performing bargaining unit work grievances...

Still fighting to get released for steward time

Trying to get some language removed

from MVS job schedules.

Grieving bids that weren't posted in the contractual 28 Days (Out Of Schedule Premium)

Settled a grievance which allows the Clerk Dispatchers to add/create trips into the MVS drivers' scanners.

Waiting for MVS management to provide the 2023 Bid run info to the union to check for possible issues.

Waiting for PTF Conversions to get caught up..

Fighting to get a Union Brother his driving privileges back after an unfortunate incident...I feel we will be victorious.

THE ENEMY IS WEAK AND THE BATTLES NEVER STOP, I JUST HAVE BETTER ARMOR.

Adam "SOUTHBOUND" Godes

St. Paul MVS Craft Director

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

Officers:	Vice President Ray Moore	Treasurer Dan Blees
President Bill Catlin	Secretary Joe Marino	Trustee Larry Kramlinger

The Next Retiree meeting is Sept 21, 2022 @ 11:00 AM, hope to see you there .

Two \$50.00 door prizes will be awarded and pizza served.
Remember to call your Repre-

sentatives about Postal Issues - (202) 224-3121. We will be voting on a motion to give away 15 Turkeys (certificates) at our Nov meeting - Nov 16th - and two \$50.00 door prizes --- come and enjoy.

Thanks Bill Catlin "Catman"

These new members were welcomed to the Union at the September 2022

Yerom Abebe	Tisha Ferguson	Christopher Miller
Reanna Adcock	Tyffany Ford	Danielle Moynihan
David Ailport	Yemane Gilazgi	Cody Neeck
Melissa Ames	Stephanie Ha	Anh Nguyen
Meseret Ayano	Rachel Hall	Bunmi Ola-Al-Amin
Alemenesh Aygow	Sheila Hannon	Esprit Omdyeni
Mekiana Anderson	Jaime Hernandez	Sandy Orduno
Yetagesu Ashena	Candice Hetherington	Robert Polak
Dylan Broennimann	Dustin Hunstiger	Romell Ross
Tibeb Brui	Kim Hudson	Theresa Sheehan
William Brooks	Meeae Kim	John Sullivan
Senika Brown	Leslie Leko	Javonna Turner
Bryan Carver	Mahlet Lemma	Simme Wasse
Terry Eaton	Josephine Maloloa	Kristian Wright
Antonio Echeverri-Lashbrook	Shawn Maroney	Ethan Yanguwaiwe
Allison Eggers	Tom McPhillips	Zeul Zewdie
Samuel Eshete	Beza Meshasha	

June GMM Drawings

Jim Pierce—\$50

Nimo Hussain—\$300 (not present)

Must be present to win

Times are changing:

Lately, Management has been issuing all kinds of discipline up to and including Notice of Removals for both conduct and attendance. As a reminder, it is the employee's responsibility to adhere to the Postal Policies and the National Contract. If, for any reason, Management, the Office of Inspector General (OIG) or Postal Inspectors (PI) brings you in to be questioned or for an Investigative Interview, sometimes referred to as the employees Day in Court (DIC) **A-L-W-A-Y-S** ask for union representation. Do **NOT** answer any questions or make **ANY** statements until you have consulted a steward. This includes when you're at home or anytime. Also, you are entitled to Union representation prior to and/or after an Official Discussion/Official Job Discussion (OD/OJD).

If you received or was issued discipline from Management, **A-L-W-A-Y-S** ask for union representation (right away) so they can start the grievance process. You or the Union have fourteen (14) days to file a grievance from the alleged violation (date of received or issued discipline) with your immediate supervisor. If the grievance does not get filed within the fourteen (14) days from the alleged violation the discipline will stay live on (your) record automatically for two (2) years.

If you received or are issued a Notice of Removal for any reason, Management must give you a thirty (30) days advance written notice prior to serving a suspension of more than fourteen (14) days or discharged with the exception of emergency or crime situations as per Article 16.6 and 16.7.

During the notice period, you will either remain on the job or on the clock at the option of the Postal Service.

Currently, the Postal Service has been keeping the employees "on the clock" meaning that you will be removed from the premises, remain in paid status for thirty (30) days and after the thirty (30) days you will remain on the rolls (un-paid status) until the grievance is settled. **The grievance process could take MONTHS to YEARS before it gets settled.** Be prepared for that kind of life changing event if you get a Notice of Removal. The only exception to the above is if you are a veteran and filed a grievance through MSPB.

If you have questions or would like a copy of Postal Policies see your supervisor. Below is some information regarding Attendance and Conduct from ELM 660:

Attendance:

665.41 Requirement of Regular Attendance

Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service.

665.42 Absence Without Permission

Employees who fail to report for duty on scheduled days, including Saturdays, Sundays, and holidays, are considered absent without leave except in cases where actual emergencies prevent them from obtaining permission in advance. In emergencies, the supervisor or proper official must be notified of the inability to report as soon as possible. Satisfactory evidence of the emergency must be furnished later. An employee who is absent without permission or who fails to provide satisfactory evidence that an actual emergency existed will be placed in a nonpay status for the period of such absence. The absence may be the basis for disciplinary action. However, once the employee provides management with notice of the need for leave in accordance with Family Medical Leave Act (FMLA)-required time frames, and the absence is determined to be FMLA protected, the employer must change the AWOL to approved FMLA-LWOP, and delete the AWOL status from the record.

665.43 Tardiness

Any employee failing to report at his or her scheduled time in installations where time recorders are not used is considered tardy. Tardiness in installations equipped with time recorders is defined as any deviation from schedule.

CONDUCT:

665 Postal Service Standards of Conduct

665.1 General Expectations

*** 665.11 Loyalty**

Employees are expected to be loyal to the United States government and uphold the policies and regulations of the Postal Service.

665.13 Discharge of Duties

Employees are expected to discharge their assigned duties conscientiously and effectively.

665.15 Obedience to Orders

Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.

665.16 Behavior and Personal Habits

Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous, and of good character and reputation. The Federal Standards of Ethical Conduct referenced in 662.1 also contain regulations governing the off-duty behavior of postal employees. Employees must not engage in criminal, dishonest, notoriously disgraceful, immoral, or other conduct prejudicial to the Postal Service. Conviction for a violation of any criminal statute may be grounds for disciplinary action against an employee, including removal of the employee, in addition to any other penalty imposed pursuant to statute. Employees are expected to maintain harmonious working relationships and not to do anything that would contribute to an unpleasant working environment.

665.24 Violent and/or Threatening Behavior

The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.

The right to a Steward is not automatic. You **must** request a steward!

Matthew Garcia, MCT
Maintenance Steward

Hello Brothers and Sisters

I hope you had a fun-filled summer.

Management and Carriers have been busy doing clerk duties at the Stations. Thank you for being diligent in sending statements of this happening. We need to work together to keep our (clerk) work.

The National Convention and Workshops were held August 12 - 18 2022, and as always a very educational time for me. Thank you for allowing me to attend as a delegate. Members can always stay informed on things happening at the National level by reading their website APWU.org.

Our next General Membership Meeting is September 27, 2022 at 6:15pm. If you would like to attend via zoom, call the Secre-

tary (651-778-1637) and request the zoom link.

The Quarterly Fiscal Year 2022 Safety and Health/Fire Inspection took place on August 9 & 10 2022 at the St. Paul P&DC facility. There were deficiencies found and noted. As of today, Management has not attempted to abate anything on the list as of yet.

Second Quarter Audit with the Trustees will be conducted on September 16, 2022. A report of any findings will be read at the September 2022 General Membership Meeting.

In solidarity

Shelley R. Fleming

The Local has learned of the deaths of the following members. Our sympathies to their families and friends.

Leonna Mortinsen
Stephen Johnson
Jerry Jacobson
Dereje Buta

Recent Grievance Settlements

The Union settled grievances for a total of \$134,700.00

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.

**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

OFFICERS

Dave CookPresident
Bruce Gutzke.....Vice President
Jason StevensIRD
Camille TuckerSecretary
Tim Strong..... Treasurer
Kim RichardsonClerk Craft Director
Jim Pierce.....MNT Director
Adam Godes MVS Director
Shelley Fleming.....Trustee Chair
Sue RodriguezTrustee Clerk
Matt GarciaTrustee MNT
Kris Halbraier.....MVS Trustee

We're on the Web!
stpaulapwu.org



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Return Service Requested

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
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

Sept 27

6:15 p.m.

Refreshments served

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