

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

Salutations Brothers and Sisters.

On March 28, 2023, the newly elected Officers of the St Paul Area Local were sworn in at the General Membership meeting. I would like to congratulate all of the returning and new Officers. I look forward to working with each one of you over the next 2 years. We will continue to strive for exceptional representation for our members. Thank you to Clerk Craft National Business Agent Todd Elkerton for taking time out of his busy schedule to administer the Oath of office.

I recently had a frustrated member come up to me wanting to know why their dues are going to representing SCABS. After pondering the question for a couple seconds, I quickly realized that many members are not aware of our legal obligation to represent SCABS.

The Postal Reorganization Act (PRA) of 1970, is the Federal Law that abolished the then United States Post Office Department, which was a part of the Cabinet, and created the United States Postal Service, a corporation-like independent agency authorized by the US government as an official service for the delivery of mail in the United States. In the act, the four major postal unions (National Association of Letter Carriers, American Postal Workers Union, National Postal Mail Handlers Union, and the National Rural Letter Carriers Association) won full collective bargaining rights: the right to negotiate on wages, benefits and working conditions, although we still are not allowed the right to strike. The PRA also makes the National Labor Relations Act (NLRA) applicable to employees in the postal service who do not have supervisory or management roles.

NLRA Section 7 provides that: Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all of such activities...

It is the above laws that give Federal employees the right join or refrain from Union membership. These

Federal laws also force Labor Unions to provide basic representation to even those employees who do not belong (wages, hours, working conditions). The failure of the Union to provide basic representation to SCABS places the Union in violation of said laws and opens them up to charges with the National Labor Relations Board (NLRB). However, failing to become a member of the APWU does take many rights away:

- The right to vote in Local or National Elections
- The right to vote on Collective Bargaining Agreements (CBA's)
- A say in your wages and benefits
- Local or National Union meetings
- Access to Union health plans and benefits
- Participate in other internal union activities (retirement seminars, OWCP help, etc.)

The St Paul Area Local is approximately 93% organized. This overwhelming amount of members understand the high level of representation they receive by staying a member. We provide services above and beyond those in the CBA to our dues paying members. Also, it is this large number of organized members that helps us show management our solidarity. When you mess with one of us you mess with all of us! This is how Postal employees have been continually successful at negotiation increased wages and benefits year after year. So yes, your Local legally has to provide basic representation to SCABS. However, it is our dues paying members who receive the full benefits of being a member of the Union and keep the middle class moving forward. Do you work alongside a SCAB in your unit? If so encourage them to join and pay their fair share for the benefits they have received on your behalf.

Solidarity,
Dave Cook
President



Election Results

The following offices had only one candidate and therefore those candidates are duly elected:

President Dave Cook

Vice President Bruce Gutzke

Secretary Shelley Fleming

Treasurer Tim Strong

Maintenance Craft Director Jim Pierce

Trustee Chair Dana Fitzpatrick

Clerk Craft Trustee Sue Rodriguez

Maintenance Craft Trustee Matt Garcia

Motor Vehicle Craft Director Adam Godes

Motor Vehicle Craft Trustee Kris Halbmaier

Elected Industrial Relations Director

Terri Griner (64)

Jason Stevens (150)

Elected Clerk Craft Director

Kim Richardson (66)

Noah Beraki (96)

DELEGATES TO CONVENTIONS:

(11)Rick Sayre: 18	(14)Kris Halbmaier: 7	(1)Jason Stevens: 121
(5)Sue Rodriguez: 44	(13)Laney Williams: 10	(4)Shelley Fleming: 68
(9)Lanette Garcia: 26	(3)Terry Griner: 69	(6)Matt Garcia: 41
	(10)John Chulla: 22	(7)Kim Richardson: 40
	(8)Abdirahmaan Said: 22	(2)Noah Beraki: 68

Motor Vehicle ballots sent 94, returned 13

Maintenance ballots sent 177, returned 41

Clerk ballots sent 882, returned 167

Total sent: 1153

Total returned: 221 (19%)

Spoiled: 1

***Thanks to all who voted and to the candidates
for running.***

***Congrats to the winners and thank you for
your service to the Local***



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 Bles

Trustee Larry Kramlinger

Our next meeting is May 17th @ 11:00 AM . We didn't have a quorum last meeting, so we hope you can make it for our May meeting for elections of the 5 officer positions. Our entertainment committee is having Asian food for our refreshments . We also have our two \$50 drawings . Hope to see you

Wednesday, May 17th @ 11:00

Thanks, Bill

Recent Grievance Settlements

The Union settled grievances for a total of \$290,560

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 92% organized.

Welcome New Members

Roger Akem

Seble Alambo

Aemoni Dancy

Anne Leby

Monica Lee

Targa Hivpa

Edwin Prayfrock

Sam Steele

Daphne Jones

Thomas Niemczyk

Daphne Jones

Fatuma Bare

Tyler Franklin

Antwon Hamilton

Emily Little

Amal Mohamed

Nikky Nguyen

Omar Omar

Netsanet Tedla

Almaz Tenaw

Akielu Woldijfal

Keng Yang

Maintenance Report

I want to thank you all for the opportunity to serve as your Maintenance Craft Director for another two years. I struggled with what topic I should write about this month because there are so many topics that I could have written about that directly effect our daily work here at the Saint Paul P&DC Installation, to include the Twin Cities L&DC Stations Branches and Associate Offices within the 550 & 551 Areas. I felt compelled to let you all know what your Maintenance Management has been up to as of the past year or so. Management has taken a concerted effort to completely discredit and undermine the Local Union's ability to represent their members, with their blatant refusal to comply with grievance settlements and other agreements.

I hope that in the next term Management will start to comply with the grievance settlements and not continue to violate agreements made between the parties. It is amazing how this current Management team has taken the approach to throw the damn contract, as well as all previous settlements, out the damn window, merely because they do not like the settlements. Management's actions have left the Union no other recourse than to add penalty payments in addition to the contractual remedies in the hope of getting Management to comply with the settlements. Unfortunately, it appears that Local Management is willing to continue to throw money to the employees because they continue to violate the settlement agreements.

Rest assured we are going to continue to file grievances on your behalf, in some cases we need your cooperation to combat Management's blatant refusal to comply. Custodians, if your Preferred Duty assignment is at a Station or Branch and you are told to go to another Station or Branch to clean and it is not in your bid position, we need a statement from you every time they send you. You can write one statement a week, but it needs to have dates, locations, of the Post Office(s) you are sent to clean.

If you are a Custodian and you are sent to an office outside of your preferred duty assignment and you are told

to use your own personal vehicle to go to another office to clean, I implore you to provide a statement with the date and location and who directed you to go, to the Union so we can continue to combat Management on this issue. Management has claimed that they cannot comply with the 2008 MOU because they do not have the vehicles available to send custodians to clean offices in accordance with the MOU. We need to know how the custodians can get from one facility to another.

If you are instructed to start at a postal facility to clean it, that is not your preferred duty assignment. This is a violation of previous settlement agreements and we need your statements to file a grievance on your behalf. ALL Maintenance Craft employees are required to start and finish their workday at their preferred duty assignment location. Management cannot force or coerce an employee to use their own personal vehicle for work purposes (other than PostPlan Offices).

Remember, if you are using your own vehicle to move from one Postal facility to another while on the clock you might want to check with your insurance company to see if your policy will cover an accident, because the Postal Service will not cover any damages or injuries. If Management tells you otherwise, you need to ask them for proof in writing.

We need your help by you providing Statements of who, what, where, and when Management violates your contractual rights. Without your help it makes our job much harder to properly represent you in the grievance process.

If you have any questions or concerns regarding anything I have written about here please do not hesitate to contact your Union Stewards.

Jim Pierce
Maintenance Craft Director
Saint Paul Area Local

Industrial Relations Report

I would like to start off by thanking the membership for re-electing me for a third term as the St Paul Area Local's Industrial Relations Director. I am humbled and honored to represent each and every one of you.

This month's article I would like to touch on several issues. The first being liteblue, as many of you know the post office made us change our password and set up authenticators several times and locked us out of our account in the process. It looks like we still can't make changes to our direct deposit or allotments even though we've been told we can now (as of April 3, 2023 it still says "changes to your net to bank / allotment are not allowed at this time" We have also been locked out of our eOPF (electronic Official Personal File) and they are now saying it could take up to six months for that. This has caused several problems for our members, mainly bidding.

The best way to avoid this issue is by bidding over the phone. It's a simple process that includes following directions, knowing the job id #, and your 4-digit pin. If you do not know your 4-digit

pin you should reset it as soon as possible so it is an available option if you can't log into liteblue. All you have to do to reset it is call the 1-877-477-3273 phone number and choose option 1. They ask you to put in your EID#, then they ask for your pin, if you don't put one in, they ask if you want to reset it. You say yes and they will mail you a new one, this takes 7 to 10 days so again don't wait until you need it as then it will be too late.

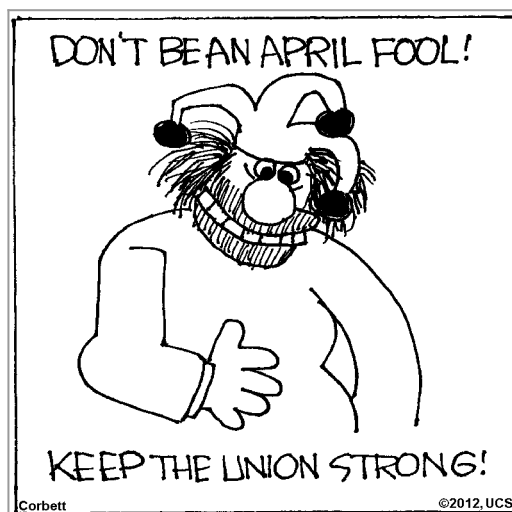
What I have found out with helping the members and talking to HR over the phone is, after about 3 attempts your account gets locked out for 24 hours. Employees think they forgot their password so they just reset it and if they don't have an email on file, it sends it through the mail, again 7-10 days later. And every time you click reset password it automatically cancels out the previous request and sends a new one. I found this out when an employee brought me a letter with the new password and it didn't work. We called HR and the lady told me the employee reset it 5 times in the last week and only the last one would work; thankfully she told me the date on the letter with

the password that would work, so we waited for that one to try it again.

At the plant, Mike Dornbusch is retiring so they have placed Greg Tate acting in his spot. I thought since he has been here in the past it would go a little smoother than some of the other plant managers. Unfortunately, we are talking about Greg Tate, in the first month as an acting plant manager he has created over 50 violations which are all being grieved. All of the issues were brought to him right away to avoid the grievances but instead he gave us a lot of lip service and continued to do it his way. I'm sure the numbers are tanking and the ones that appoint that position will see he is not the man for that position. I guess time will tell.

Jason Stevens

Industrial Relations Director



Thank you!

Thanks to Members for electing me to be your clerk craft director. I am looking forward to work with everyone.

Noah Beraki, Clerk Craft Director

Hello Brothers and Sisters

I want to thank the membership for allowing me to serve you 2 more years as Vice-President. I want to thank Kim for stepping up when we had a vacancy in the Clerk Craft Directors position.

I also want to say congratulations to Noah for being our new Clerk Craft Director, He has a lot to learn but the union will be there to help him. I also want to thank all the new delegates. There have been a lot of changes going on the floor. We need to make sure that we protect our jobs by informing the union of any changes on the floor.

If you are picked for Jury Duty make sure you stop by the union office so we can explain what your rights are. The number 1 thing to remember is you need to change your schedule to be on days with weekends off. Management has no say in that rule; it is federal Law.

When you call in sick the first day you return to work make sure

you ask your supervisor for your 3971 so you can make sure you get paid correctly and that is what you want on the 3971 is right. If management puts AWOL don't sign it and ask for a steward, because if you sign it you agreed to it. Another example if you asked for sick leave and they take your annual you know write away. If you ask for LWOP and they take your Annual ask for a steward.

One more issue that has come up twice: if you bid a job and you are fully qualified you have to go to that job. You can't stay in your old bid. If you do a change of schedule you have to go where your new bid is.

Bruce Gutzke, Vice President

Union Strong! Solidarity!

We need to band together and stick up for our co-workers and let them know when management violates the contract. There are so many new employees. That we need to teach them the contract.

I keep writing about how statements need better information about the situation. Who, What, Where, When, Why or even How. If there are any witnesses. TIME FRAME!!!

How important our seniority is for jobs and bidding. An issue that is going on is Preferred Duty. Make sure when you preference that you let them know you want to work at a job. If management does this incorrect; there is a remedy. If management is violated the contract, SAY SOMETHING AND WRITE A STATEMENT TO THE UNION!!!

Kim Richardson
STEWARD

COPA Winners

Gerald Malean \$100

Jason Stevens \$75

Bruce Gutzke \$75

Door Prizes March GMM

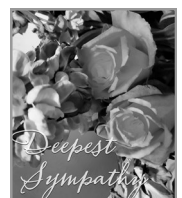
\$50 - Cliff Odegaard

\$300 - Jamie Kleeberger (not present)

You must be present to win

The Local has learned of the death of the following retired member. Our deepest sympathies to their families and friends

Al Nauertz



Hello Brothers and Sisters

I would like to take this opportunity to thank the Membership who have exercised their rights and let their voices be heard when you returned your ballots for the 2023 Election of Officers and Delegates. I look forward to working together to uphold the Contract. Congratulations to the new officers.

On the Safety side, there has been some movement of Maintenance Representatives on Safety. I would like to thank Rod Renner for the time he has put in to making all facilities a safer place for all to work. It was great working with you, you will be missed by all. Alternate Keith Landsman also put Safety first at the St. Paul P&DC. Congratulations on your retirement Keith. The new Maintenance Safety Representative is Matthew Garcia, welcome aboard.

We conducted the LDC (Airport) Safety and Health/Fire Inspec-

tion Q3-FY23 on April 3 2023. There were some deficiencies that were reported. For example, there were a few monthly inspections on fire extinguishers that went untimely and emergency lights not working. All will be abated. The St. Paul P&DC Q3-FY23 Safety & Health Inspection and Quarterly Fire Inspection will be on April 5 & 6 2023.

Any questions, feel free to give a call at 651-224-2639 or 651-225-8721.

Thank you
Shelley R Fleming
Steward/Secretary/Safety Representative

MVS Report

This month's article is going to be informative, but on the other hand will leave some readers wondering what the hell I'm talking about. First I'd like to say thank you for the opportunity to serve you for another 2 years. The battles have been long at times and your patience has been more than appreciated and in the end we have been victorious on every issue we've went up against and the next 2 years will be no different.

My last article seemed kind of harsh, with basically calling out the recently retired supervisor for all of the issues going on in MVS but in reality all the sweetheart deals and the non-confrontational issues have been rearing their heads and have caused serious problems throughout the craft. I will say they did their best and now that they're gone, lots of fixing needs to be done.

The next issue I feel needs to be mentioned and while there's only so much I can share, I will do my best until it has been resolved and then I can fully speak in detail about what's been going on.

Since 2020 I have been harassed, called every name in the book, intimidated, belittled, been the subject of countless lies, been blamed for management's mistakes, discriminated against, and been the subject of multiple emails that have been sent to multiple postal employees... some of whom I don't even know or work with. The emails have mentioned things that have happened in

my past and whether they have made me a better person is besides the point... they were private and didn't need to be shared with anyone. I've been called a "Piece of Shit" multiple times over our trucks' CB radios and the subject of countless negative discussions in the dispatch office. I have had to defend myself numerous times because lies were told about me or something that I had done, and thankfully I've had proof every time. It has been a TOXIC work environment every day this person sees me or knows I'm involved with something that might affect the craft. They've told other employees that I've held up our yearly bidding because something didn't benefit me personally. When a mistake is made by MVS management this person blames me and the union right away, not taking responsibility for failing on a daily basis leaving me to explain to the craft the who, what, or why. They have taken every grievance personally and whether they believe it or not, BUSINESS IS BUSINESS and not one single grievance I have ever filed was done out of personal feelings.

For the last 5 years I have done everything I can trying to satisfy all, if not most of the craft, and yes I know it's impossible to make everyone happy with the decisions I am forced to make, I need you to believe that I want only the best for the craft, not just a few in the craft....EVERY MEMBER.

If you have formed an unfair opinion re-

garding what you've been told about me and one of MVS management, and haven't been informed of the whole story, then maybe this will help and when I'm allowed to share the whole story, then maybe your opinion may change.

I'm not perfect and never have claimed to be..I'm constantly fighting to make sure our craft doesn't get crapped on a daily basis, going up against management who doesn't believe our voices count and taking on challenges that sometimes make me have doubt....but we prevail in the end and that's all that counts.

Again... thank you for the opportunity to serve you. If you have something that you want brought to the unions attention, there is a monthly general membership meeting I urge you to attend.

I hope this has helped give you some information on what has been going on and like I said, when I get the green light to share everything in detail I most certainly will.

Fighting For You, Fighting For Us,
Fighting to Win

In Solidarity,

Adam Godes

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 Cook.....President
Bruce Gutzke.....Vice President
Jason StevensIRD
Shelley Fleming.....Secretary
Tim Strong..... Treasurer
Noah BerakiClerk Craft Director
Jim Pierce.....MNT Director
Adam Godes MVS Director
Dana Fitzpatrick.....Trustee Chair
Sue RodriguezTrustee Clerk
Matt GarciaTrustee MNT
Kris Halbmaier.....MVS Trustee

We're on the Web!
stpaulapwu.org



Nonprofit Organization
U.S. Postage
PAID
Twin Cities, Minnesota
Permit, No. 65

Return Service Requested

Retiree Dues for 2023 are due!

With death benefit— \$20.00
Just membership - \$14.00
Send to:
PO Box 21128
St. Paul, MN 55121

**General Membership Meeting
Schedule**

2023

January 24 - 11:00 am
February 28 - 6:15 p.m.
March 28 - 6:15 p.m.
April 25 - 6:15 p.m.
May 23 - 11:00 a.m.
June 27 - 6:15 p.m.
No Meetings in July or August
Sept 26 - 6:15 p.m.
October 24- 11:00 a.m.
November 28 - 6:15 p.m.
No Meeting in December

If you have a grievance, ask for a steward first, then email the statement to grievance@stpaulapwu.org

**General Membership Meeting
May 23rd 11:00 a.m. DAY MEETING
Refreshments served**

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

Retiree Meeting

May 17th 11:00 a.m.

2261 Waters Dr, Mendota Heights, MN

Lunch served

Retiree meetings are held every other month on the third Wednesday at 11:00