

APWU

St. Paul, MN Area
Local APWU AFL-CIO

POSTMARK

ELECTION TIME AGAIN!

For
Local Officers and Delegates to Conventions
of the
**St. Paul, Minnesota Area Local
APWU AFL-CIO**

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

Nominations will be accepted at the

Tuesday, February 28th

General Membership Meeting for the following:

- ⇒ **President**
- ⇒ **Vice President**
- ⇒ **Director of Industrial Relations**
- ⇒ **Secretary**
- ⇒ **Treasurer**
- ⇒ **Clerk Craft Director**
- ⇒ **Maintenance Craft Director**
- ⇒ **Motor Vehicle Craft Director**
- ⇒ **Trustee Chairperson**
- Clerk Craft Trustee**
- Maintenance Craft Trustee**
- Motor Vehicle Service Craft Trustee**
- (3) At Large Delegates to National and State Conventions**
- ⇒ **Positions serve on the Local Executive Board**

The President, Vice President, Industrial Relations Director and the three Craft Directors are automatic delegates to the State and National Conventions. The three Craft Trustees are automatic delegates to the National Convention.

Alternate Convention Delegates will be elected from the At Large Delegates.

Why are Unions Important?

If we didn't have Unions there might not be weekends off, Full-Time guarantee 40 hours, BENEFITS, SENIORITY!!!

If Management violates the Contract, there is a remedy. A remedy can be language settlement or a payout for the violation. You have the grievance procedure. In which management should settle grievances at the lowest possible level with Stewards. If management doesn't settle at Step 1 it goes up to Step 2 to the Craft Director. The Craft Director meets with Labor. If, the no solution it goes up to Step 3. Up through the chain of command.

Seniority is important so management is less likely to put employees where they want them for jobs. Our right to bid a job by seniority. Fight for seniority rights. One way to PROTECT YOUR JOB is making sure you are punched into the correct operation. This shows work hours that are needed for each section for clerks. Especially if they have you work a different area. Make a move on the time clock.

Kim Richardson Clerk Craft Director

The Union Starts with YOU!

Hello Sisters and Brothers! As I write this article we are in the middle of the February Minnesota deep freeze. I for one hope the next couple months go fast and look forward to the warmer air of a Minnesota spring.

As I sit back and reflect on the last year I am reminded of all the successes the St Paul Area Local has had in the grievance procedure. These grievances would not be possible without the hard work of your stewards or support of our members. The stewards are the backbone of this local. They are members who have stood up and volunteered to fight on your behalf. Being a steward can be a pretty thankless job and stressful at times. They are constantly battling it out with management's officials on your behalf. What is even harder is the times a steward must defend themselves against attacks by our own members. As a steward it is our job to uphold the contract and rules which protect our members as a whole and not just the individual. It is human nature to value our own needs over those of the entire group. As such it is hard to please all members.

As a Local Officer and Steward it has

been my stance that the Stewards and my duty is to enforce the contract regardless of whether I personally agree with it or not. Sometimes the results of those grievances are unpopular with individual members. I can attest however, that it is the wins and success we have had defending our members that keep most stewards and officers pushing forward. It is amazing how far a simple thank you to a steward goes. This simple gesture reinforces the value our members place on our collective bargaining rights and far outweigh the negative comments we may receive.

In the end it is your Local Union's job to defend the contract, workers rights and retain jobs in all three (3) Crafts that we represent. I for one think we have done a damn good job as we have maintained or increased staffing in all Crafts we represent. This has led to a huge number of PSE's and PTF's being converted to Full Time Regular status over the years. These are good middle-class jobs that provide employees with the benefits and pay necessary to live a comfortable life to include retirement. It is my goal to leave this Local in a better place than it was when I first became a steward in 2004.

Lastly, I would like to remind the membership that the Local Elections of Officer's of the St Paul Area Local will begin at the end of February. These elected positions serve the membership for two (2) year terms. Elections are an important part of our Democratic Union organization. I encourage EVERY member to take the time to fill out your ballot and let your voice be heard. This is your Local and now is your time to decide how this organization moves forward. Do not assume that your voice has no value as one (1) vote could decide whether a candidate of your choosing is elected or not. The balloting for this election is carried out via USPS mail. Please contact the Local (651-778-1637) with any address changes so we can ensure your ballot is sent to the right location. We want every voice too be heard. A bulletin will be put out shortly explaining the entire election process.

Remember, the Union starts with YOU!

Solidarity,

Dave Cook

Local President

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

Keep March 15th open for our 11:00AM meeting. We talked about the Postmark arriving close to the day we meet to update you, so just remember it's the 3rd Wed every other month - Jan, Mar, May, July (picnic), Sept, and Nov (Tgiving drawing) . We talked about meeting outside (weather permitting) at a covered site for the summer meetings. The entertainment committee (Ray & Nancy) brought up having different food (pizza, BBQ, oriental, mexican) at the meetings. I think it's a good idea, hopefully you guys can make it. If you have any questions or input get ahold of me at catman96@comcast.net.

Also, nominations for officers (pres, v-pres, sec, treasurer and trustee) will be brought up. Joe Marino has been secretary for quite awhile now and would like for someone to take over. He's been a good help over the years - thanks. And these positions - we only have 6 meetings over the year - let us know if you're interested. You can contact the union hall (Jane or Dave) also. So, be careful out there with the weather we're having and stay well. Yours in solidarity - Bill

2023 Retiree Meeting Schedule

March 15th

May 17

July 19 (Our Annual Picnic)

September 20th

November 15th

Retiree Meetings are every other month on the third Wednesday, 11:00 a.m.

Recent Grievance Settlements

The Union settled grievances for a total of \$43,950.48

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.

Hello Maintenance

With the inevitable retirement of most of the current Maintenance craft employees on the horizon, here at the Saint Paul Installation, as well as throughout the country, the parties at the National Level, have agreed to make great and overdue changes to the methods for filling Maintenance jobs as they become vacant due to retirements among other reasons.

The new Collective Bargaining Agreement for 2021-2024 (CBA) now places a requirement on Management at all Postal Facilities to post an In-Service sign-up for all Maintenance positions (MSS and Non-MSS)

MEMORANDUM OF UNDERSTANDING 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 current 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 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.

Recently the parties at the National Level have published the following Q&A regarding the proper implementation for the new yearly (March 1st through March 31st) Posting requirements for all Maintenance Occupational Groups In-Service postings. The following Q&A should provide Management and employees the answers to how the process works. If you still have questions regarding this process do not hesitate to contact your Union Steward to answer your questions or concerns.

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

Application of MOU Re: In-Service Examinations, Register and Eligibility Ratings
NATIONAL QUESTIONS & ANSWERS:

Is the March annual service wide opportunity to test for Maintenance Craft eligibility ratings limited to once per year during the month of

March? Yes.

Who is eligible to participate in the annual opportunity to test for Maintenance Craft eligibility ratings? All career employees are eligible.

Can maintenance craft employees participate in the annual opportunity to test for Maintenance Craft eligibility ratings? Yes, however Maintenance Craft employees can participate in the in-craft examination process throughout the year in accordance with the Collective Bargaining Agreement.

If In-service registers do not exist, where are the exam results placed? The HR MSS Coordinator is responsible for placing the results in the employee's eOPF.

What form must career employees complete when submitting a written request to participate in the March annual In-service opportunity?

Management shall provide an Employee Maintenance Position Selection (EMPS) form as found in the EL-304 to employees.

What occupational group can career employees request to receive eligibility ratings for? All Maintenance Craft occupational groups (MSS and non-MSS) that require an examination, except National Service Technician ET-11.

Can non-Maintenance Craft, career employees that have already received eligibility ratings request to be tested again in subsequent years in an attempt to improve their scores? Yes.

What options are available for non-Maintenance employees who have failed the structured interview, but received an eligible rating on examination 955? In subsequent years, the employee may (1) request to retake the examination for the structured interview only or (2) can request the opportunity to retake both examination 955 and the structured interview.

If the employee retakes examination 955, the highest achieved score is used as the eligibility rating.

Can current Maintenance Craft employees that have received In-service eligibility ratings for occupational groups that are not in their facility, request to be tested again in subsequent years in an attempt to improve their scores? Yes.

What happens if an employee is a "no show" for the proctored exam or structured interview during the in-service process? The employee is deemed ineligible and may request to take the exam/interview during the following year's annual opportunity.

Are there any changes to the way employees are ranked on In-service registers? No, there are no changes.

If non-custodial In-service registers exist, how will employees be added in subsequent years? Merged in score order.

If an employee on an In-service register declines to accept a position in the Maintenance Craft, is that employee's name removed from the In-service register? No, the employee will be bypassed for that position.

When will In-service registers be purged? Every year on April 1, beginning in calendar year 2023.

What must employees on In-service registers do to avoid the April purge and remain on In-service registers? Employees must submit a written request by March 31st to the District HR MSS Coordinator. The exception is employees on custodial In-service registers, which are not purged.

Is there a specific form that employees must use to submit their notification to management of their intent to avoid the April purge and remain on the In-service registers? No, any written/mailed request to remain on the In-service registers will be accepted.

Remember, during the month of March each year, from March 1st through March 31st, Management at ALL POSTAL FACILITIES no matter the size of the office, are required to notify employees of In-Service postings for all Maintenance Craft Occupational Groups, regardless if your office does or does not have a Maintenance employee assigned to the office.

It is very important that employees interested in signing up on the In-Service posting remember that your name will be purged on April 1st every year, unless you submit in writing your request to be carried over on the next year by March 31st.

Good luck, to all who take the steps to enter the Maintenance Craft, I look forward to meeting all that are successful in the process, and ultimately, receive a Maintenance position.

Sincerely,
James Pierce
Maintenance Craft Director

Form 1767

PSSSST... PS Form 1767's are for more than just maintenance issues...

A form PS 1767, which should be easily found at every Postal station, office, or installation, is a very valuable employee tool.

Did you know you can use a PS Form 1767 to notify management, maintenance and safety officials of numerous work-related situations, such as;

your work area is obstructed by trash or debris
a door isn't closing or opening properly
the banister or safety bar in a stairwell is loose
there is excessive ice/snow in the employee parking lot or in your work area
there's a broken chair or table in your work area
water is dripping/puddling somewhere it shouldn't be
there's a lightbulb or fixture hanging incorrectly or burned out
IF MANAGEMENT IS HARASSING YOU by using abusive, vulgar, disrespectful or even offensive language and/or practices

HOW TO COMPLETE A FORM 1767

1. Be sure to write or print clearly and firmly in the area marked "1. EMPLOYEES ACTION". Write the area or location of the unsafe condition, hazard or unsafe practice.
2. In the area just below that, briefly describe the specific hazard or unsafe condition. You may recommend what corrective action can be taken. Remember to be specific and brief.
3. Legibly print and then sign your name. Print the date and then the tour. Tour 1, 2, or 3.
4. Once you have completely filled out your section BE CERTAIN

TO MAKE A HARD COPY FOR YOUR RECORDS and then submit to a supervisor
If you wish to submit the 1767 anonymously, turn it into the safety office(r).

WHAT'S NEXT?

You watch and wait.

-watch for the hazard, unsafe condition or practice to be addressed and/or rectified
-wait for your copy (the blue page of the 1767 you submitted originally) to be completed and returned to you with verification of the actions taken to address your report.

HOW LONG DO YOU WAIT?

Your supervisor should respond to your 1767 during that tour of duty and abate the problem immediately if possible (provide you the signed blue copy). If management determines no hazard exists, they must notify the employee within 15 calendar days from you submitting it.

WHAT HAPPENS WHEN THIS DOESN'T HAPPEN?

If, and when Management fails to follow the instructions on the reverse side of the PS Form 1767, you should take your original hard copy and request to meet with your craft union steward as soon as possible.

Melaney "Laney" Williams
Maintenance Steward

Door Prizes January GMM

\$50 - John Turnberg

\$300 - Elvira Rentas (not present)

You must be present to win

Vacation Planning Time

As you are reading this article it should be at the end of February or the beginning of March. You have just suffered through most of winter and spring is around the corner. With that said, it may be time to start your vacation planning. As you know most annual slips (3971's) are not approved far in advance. Choice vacation slips are different. This is your best chance of getting a slip approved far in advance to properly arrange your vacation plans.

Article 10 Section 3 E. of the St Paul Local Memorandum of Understanding states in part: 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 31th of each year.

Article 10 Section 3 G. states: 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.

The National Collective Bargaining Agreement Article 10 Section 3

D states: Employees who earn 13 days annual leave per year shall be granted up to ten (10) days continuous annual leave during the choice periods. Employees who earn 20 or 26 days annual leave per year shall be granted up to ten (15) days continuous annual leave during the choice periods.

There are obviously more rules that apply but this gives you an outline of the process. Some of the rules may be a little different at each Area Offices (AO's). You would have to look at your individual stations LMOU to see the differences. Also, there are some small differences between crafts so again, you would have to look in the LMOU to see what applies to you.

The new St Paul Area Local LMOU has changed from a minimum of 10% & 14% percent complement to 16% year-round, excluding December which is 0. If Management is not using the higher percentage (16%) please contact a Union steward.

Jason Stevens

IRD

Holiday Schedules

There have been many issues pertaining to the holiday schedules, holiday sign-ups and posting of the final holiday schedules, not only here in the plant, but also at the stations.

I would like to first remind you of the following Eleven (11) holidays that are observed by the Postal Service for full-time and part-time regular scheduled employees (PSE's Six (6) Holidays are marked with an asterisk "*"):

New Year's Day* (1-1-2023)

Martin Luther King Jr's Birthday (1-16-2023)

President's Day (2-20-2023)

Memorial Day* (5-29-2023)

Juneteenth National Independence Day (6-19-2023)

Independence Day* (7-4-2023)

Labor Day* (9-4-2023)

Columbus Day (10-9-2023)

Veterans Day (11-11-2023)

Thanksgiving Day* (11-23-2023)

Christmas Day* (12-25-2023)

It is the responsibility of the employee to know when the holidays are and to sign up

for their holiday, if they choose to do so.

It is the responsibility of Management to post the holiday sign-up sheet, remove the holiday sign-up sheet and to post the final holiday schedule as per the contract.

To be eligible for holiday pay, an employee must be in a pay status the last hour of the employee's schedule workday prior to or the first hour of the employee's scheduled workday after the holiday.

However, an employee scheduled to work on a holiday who does not work shall not receive holiday pay, unless such absence is based on an extreme emergency situation and is excused by the Employer.

Management can not post the holiday sign-up sheet more than fifteen (15) days prior to Tuesday of the service week preceding the holiday, but they can post it at least twelve (12) calendar days, prior to the Tuesday of the service week preceding the holiday. The sign-up sheet shall remain posted for at least ten (10) calendar days. The notice soliciting holiday scheduling volunteers shall include the notification of the date and time the notice will be taken down.

Station Custodians if you do not receive your holiday sign-up sheet at least twelve

(12) calendar days prior to the Tuesday of the service week preceding the holiday first talk to your station supervisor and/or manager. If they cannot help you or didn't receive said email then call your Tour 2 Plant Labor Custodial Supervisors and notify them that you have not received the holiday sign-up sheet. Currently, those Supervisors are Jennifer Fisher and Incha Krein.

The Tour 2 Plant Labor Custodial Supervisors email the holiday schedules to every station and they also send it via first class mail in a white envelope. Every station supervisor and manager are attached to said email.

if you do not receive your holiday sign-up sheet at least ten (10) calendar days prior to the Tuesday of the service week preceding the holiday request a steward.

Employees working on their holiday or their designated holiday retain their normal seniority rights and rotation of duties on assignments within the section.

Matthew Garcia, MCT
Maintenance Steward

Hello Brothers and Sisters

Hello Brothers and Sisters

Congratulations to all members who have or will be retiring in the next few months. Don't forget to make sure the Main APWU Office and the General Clerk Office has your current address and phone number on file as there may be grievances filed with monetary remedy that will go into the safe in the General Clerk office after you have retired.

SAFETY!

This month's Safety Meeting was held January 24, 2022. During each monthly meeting, one of the things we go over are the 1767s that were turned in. A word of caution to all members, if you fill out a 1767 (Report of Hazard, Unsafe Condition or Practice) you need to make a copy for yourself and turn in a copy to the Union Office to get put in my panel so I can make sure they are recorded. Too many times more than not, they do not make it to the Safety Specialist. Please follow through so we can make sure all

1767s are documented.

On January 25 & 26 2023 the Safety and Health Inspection with the Quarterly Fire Inspection was conducted at the St. Paul P&DC. The list of deficiencies found have been entered into a report for abatement.

As always, if you have any questions, call the Steward Office at 651-224-2639 or 651-225-8721.

Thank you

Shelley R. Fleming

Steward/Secretary/Safety Representative

New Members Read at the January GMM

Bashar Abunijem
Abdulkadir Akako
Fatuma Ali
Lloyd Anderson
Asmerom Araya
Fadumo Ayman
Sunil Bajracharya
Bruce Biddlecome
Bridgit Brown
Byron Brown
Mary Castillo
Eric Dadiz
Eric Davis
Katherine Dean
Jason Draeger
Saba Elma
Gerardo Elumba
Aster Endale

Binyam Endale
Rolando Garcia
Elsabet Garedew
Aden Gebregziabher
Bereket Geberemedhim
Adisu Gobena
Lewisha Gray
Meseret Haile
Kimberly Hanson
Chalhyra Harmon
Olivia Harris
Timothy Harvey
Walter Hodgins
Robert Howey
Abdirasay Hubane
Ayantu Saleta
Chris Knox
Lalimo Lankamo

Tomas Leal
Houa Lee
Tayreanna Lindsey
Jessica Lundquist
Irania Magana
Hawa Mahmoud
Veronica Matthew
John McGuiggan
Randy McNamara
Archeion Miles
Yeshi Moges
Tesfagbreal Mulat
Sharmane Nabors
Nicole Ness
Yvonne Ngando
Hafso Nooh
Kelsey Patch
Nicole Perkoski

Rebecca Plumb
Mitcheraye Pointer
Adriana Rivera
Dwayne Santos
Bhuwani Sapkola
John Schnell
Angel Simpson
Lynn Swart
Yoseph Tarekegn
Yeng Vang
Matthew Woodford
Tong Xiong
Yee Yang
Tikdem Yiima
Aidars Zahra

General Membership Meeting

February 28

6:15 p.m.

Refreshments served

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

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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OFFICERS

Dave Cook.....President
Bruce Gutzke.....Vice President
Jason StevensIRD
Shelley Fleming.....Secretary
Tim Strong..... Treasurer
Kim RichardsonClerk Craft Director
Jim Pierce.....MNT Director
Adam Godes MVS Director
Dana Fitzpatrick.....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

General Membership Meeting

February 28

6:15 p.m.

Refreshments served

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

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 - 6:15 p.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

Retiree Get Together

Great Moon Buffet

2950 White Bear Ave Maplewood

11:30 on Feb 15th (lunch at your own expense)

Retiree Meeting

March 15, 2023

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