

## 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

Greetings Brothers and Sisters,

As I write this Article on June 1st, it appears MN has transitioned from spring to summer. With temperatures in the high 80's-low 90's I am sure this summer will be a warm one. First, I encourage our members to use your contractual negotiated right to take some time off this summer and spend it with family and/or friends. During our last round of Local Negotiations, we were successful at achieving a 16% compliment for Annual Leave usage per section/unit in the St Paul Instillation (Plant, LDC, MVS and Stations/Branches). Time away from work is beneficial to the health and well-being of each and every member we represent. It gives you body the time necessary to recover and heal from the physical and repetitive jobs you all do. As a father I have also realized that at this point in my life I need to enjoy time with my children as they are growing up fast and I will never be able to get back this time and these memories if I let it pass. So, I urge each and every one of you to take some time off if able.

Your local officers and Stewards have been hard at work on behalf of our membership. At this point in the year we have filed approximately 700 grievance between all three crafts we represent. The vast majority being settled at step 1 or step 2. To be completely honest, we are only being made aware of a fraction of the grievances that probably exist. This is where you the member come in to the equation. YOU are the Union! Without you requesting a steward and reporting potential violations so much gets missed. We need our junior membership to get proactive and get involved. You drive this local and help form what your work environment will look like in 5, 10 or even more years. If you see something say something. The power of our Union comes from the Unity of our membership. Do not underestimate the value in you speaking up.

Lastly, I would like to address some of the questions I have been receiving regarding managements Unilateral action of trying to split the St Paul Instillations into 2 separate sections (as far as custodians), the Plant and Customer Service. First off, we have initiated grievances on this as our LMOU is very clear our St Paul Custodians are one (1) section. We have been fighting management every step of the way, however they have decided to push forward anyways and leave the resolution to the grievance procedure. This has created an administrative nightmare that is affecting our custodians. Below are some basic questions we have been receiving as custodians are reporting mixed messages from USPS management. Note: The St Paul Area Local

does not necessarily agree with management's response to these questions, however management can make these administrative changes to their Management staff's responsibilities:



1. Who does a station/branch custodian submit their leave slips too? Station Management or P&DC Management? **They submit their 3971 to their management (Station) who sends it to us (Plant). We approve or deny then respond.**

2. Who is expected to approve/deny said leave request and report back to the custodian? **We will approve or deny the request (Plant). But it must come from their manager/supervisor (Station).**

3. Who is responsible to hand out and respond to station/branch custodian's choice vacation slips? **Local station management.**

4. What quota is management basing station/branch custodians leave requests on? **Quota is based off of the Tour 2 section of Labor Custodians. So that will be all custodians on Tour 2 at the Saint Paul P&DC and the Stations together.**

5. Who is responsible to schedule station/branch custodians for overtime? **Saint Paul P&DC administers the OT for the stations and branches custodians.**

6. Who is responsible to enter the station/branch custodians leave and/or make any clock ring adjustments? **Local Supervisors/Managers at the stations must enter leave and monitor clock rings.**

As previously stated we will continue to argue on behalf of our membership and are confident our grievances will be successful in the end. If the items 1-6 I listed above is not occurring as stated please reach out to the Maintenance Craft Director or one of his Stewards so we can get this addressed ASAP.

Our Next Postmark will be September 2023. The Last GMM before summer is June 27th @ 6:15 PM. We will be serving burgers and brats. Have a great Summer!  
Solidarity,  
Dave Cook  
President

## TIME TO TAKE INVENTORY

Do you have a FMLA condition? If you do, make a doctor's appointment. Come to the APWU Union office for FMLA papers to bring to your appointment. One of the qualifiers you need is to have 1250 work hours to qualify. You need to see the doctor at least twice in a year. Once you fax or send to FMLA. When its approved and you call in under FMLA you can use SL (sick leave), AL (annual leave) or LWOP (leave without pay).

There are so many rules and regulations in the Post Office. If you need help understanding if management is right or wrong about an issue. Please ask for a Steward. Which brings me to management giving you an order to do something and there are no safety

violations. Follow the order. Otherwise, management will try to discipline you for not (FTFI) Failure to Follow Instructions. Another thing is always following the last order given to you by management. If management asks why you didn't follow the order, then you can say you followed the last order given. Stay calm!!! If they try to discipline you, ask for a Steward.

*Just want to say to APWU members to have a GREAT summer!  
Stay hydrated!*

Kim Richardson  
Steward

## Welcome New Members

Mandi Bohmbach

John Dawkins

Timothy DeLong

Alyssa Dugew

Anne Leby

Anna Rekward

Alex Shofner

Yashia Williams-Weege

## Recent Grievance Settlements

The Union settled grievances for a total of \$77,875.17

The Union is working hard for you!

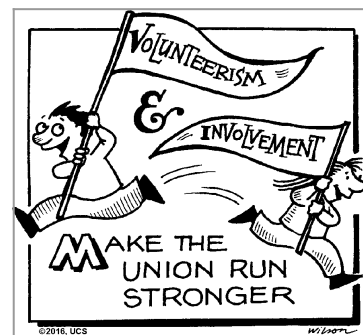
We need you to step up to the plate! If you know a non-member, please ask them to consider joining, we all need to pull together as a Union.

The Local is approximately 92% organized.

### Door Prizes May GMM

**\$50** - Virginia Groom

**\$300** - Logan Howley, Hanan Khalil (neither was present,, you must be present to win)



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

### **Officers:**

**President Bill Catlin**

**Vice President Ray Moore**

**Secretary Pete Madland**

**Treasurer Dan Blee**

**Trustee Larry Kramlinger**

Our next meeting is July 19th at 11:00 AM. This is also our picnic date. We will be having Dickey's BBQ for our "snack". If you can make it, contact the union office - 651-778-1637 or myself at home 651-688-8267 (yes I still have a house phone) or my Email [catman96@comcast.net](mailto:catman96@comcast.net) . This will help when ordering the food for the meeting .

Our May meeting was very productive. We had our officers nominated. The one change is Pete Madland is now secretary. Thanks to Joe Marino for holding down the office during your time as secretary.

Our Sept meeting is Wed Sept 20th . A couple dates to keep in mind since the Postmark isn't back until September.

We voted to send a couple people to the All Craft Conference in Las Vegas in Oct. Ray and I thought this would help us stay up on health insurance and benefits we can bring back to our St. Paul chapter And, we also have our 2 - \$50 drawings .

Stay well - Bill



***The Local has learned of the death of retired member Bernie Mersch. Our deepest sympathies to his friends and family.***

# Maintenance Report

Hello Maintenance,

Well, it seems that summer is here finally, and I hope everyone gets to enjoy the warmer weather. I wanted to write this month about how non-maintenance craft employees can get into the Maintenance craft. I hope this article is helpful to those of you that are thinking of joining the Maintenance Craft in the future. Currently there are more Maintenance Craft employees eligible to retire in the next 2-5 years than there are that will be staying, therefore, it is critical that new younger employees are able to join the Maintenance Craft, and here is some of the ways to make that happen.

You can find the requirements in a copy of the Joint Contract Interpretation Manual (JCIM) regarding Applying for inclusion or promotion eligibility registers. This allows all non-maintenance Postal employees an opportunity to enter the Maintenance Craft throughout the year.

## **Article 38.5.B.7, APPLYING FOR INCLUSION ON PROMOTION ELIGIBILITY REGISTER (PER)**

The three-year cycle of "open season" was deleted in the 2018-2021 National Agreement. Employees who are not on a PER (s), may apply for inclusion on the appropriate promotion eligibility register(s). Employees who apply will receive the

results of their application(s) no later than sixty (60) days after testing provided the applications have been properly completed by the applicants. This opportunity is not for an employee who previously received an ineligible rating. An employee with an ineligible rating would use the update process. All positions in an installation, both MSS and Non-MSS, are available for application for inclusion on the appropriate promotion eligibility register.

The new changes to the 2021-2024 CBA Article 38 in the back of the new contract now requires Maintenance Management to post In-Service requests from March 1, through March 31 every year for non-maintenance craft employees to submit a written request to be tested for Maintenance Craft eligibility ratings for all occupational groups. This requirement includes all Post offices, such as but not limited to Associate Offices.

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

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 sixty (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.

There are 11 steps to filling Vacant Maintenance positions and if you follow the above contractual changes this year and going forward, and you obtain a passing (955) test score and get interviewed you shall be placed on the (PER). If you have a (955) Test score already you can request placement to be included on the PER at a Post facility that has Maintenance positions that you have a passing score.

## **Filling of Maintenance Vacancies**

### **ORDER FOR FILLING VACANT MAINTENANCE POSITIONS**

The appropriate PAR and PER must be exhausted before considering other hiring options. To be considered qualified an employee must either be eligible under the current in-craft process for the position in question or be a Maintenance Craft employee in the same level and occupational group as the vacancy. Also, see Article 38.3.K for additional items regarding qualifications for reassignment or retreat under Article 12. The following is the order for filling vacant maintenance positions:

8. Consider non-Maintenance Craft employee requesting transfer through eReassign.

There are some important notes to the

new changes that places a responsibility on the employee that wants inclusion into the Maintenance Craft and they are as follows:

It is the responsibility of the employee seeking inclusion into the Maintenance Craft, through the new inclusion process, to provide in writing to the MSS Coordinator every year that they want to remain on the in-Service register. Without a written request the employee will be dropped from the in-service register.

The employee requesting inclusion to the Promotion Eligibility Register (PER) must monitor their email account they list on their request, as well as, the junk file.

If you have placed your request into the MSS Coordinator and you have not received anything in your email account on file, then make sure you contact the MSS Coordinator and a Union steward from the Maintenance Craft.

The employee's responsible to make sure that the process is followed by notifying the Union if they have not received any follow-up from Management within 10 days from request. If you have not received any emails from the MSS Coordinator within 10 days from the request date you must contact the MSS Coordinator and a Union representative, to ensure your request was received.

With these new changes to the CBA, vacant Maintenance positions should be filled within the fifty-nine (59) days outlined in Article 38. Additionally, with the recent Pre-Arbitration settlement 21T32 employees who eventually are placed into residual bids will have their Maintenance Craft Seniority backdated to the 59th day after the position was vacated.

I hope this information is helpful. If you have any further questions contact the Maintenance Craft Union representative or the MSS Coordinator at the Postal facility you are trying to gain a Maintenance position. If the In-Service sign-up is not posted at your facility during, the month of March each year, contact the Maintenance Craft APWU Union office so this can be addressed.

I hope all of you enjoy the warmer weather coming this way soon.

Jim Pierce, Maintenance Craft Director

St. Paul Area Local

# Discipline

Hello Brothers and Sisters,

This month I decided to write an article on discipline. This will help the person that has never gotten disciplined in their career up to the seasoned employee that seems to get disciplined all the time. I will explain what the normal steps are, the do's and don'ts, terms that are used in discipline and most important why you should always grieve it.

Let's start off at the beginning. The contract states in part, a basic principle shall be that discipline should be corrective in nature, rather than punitive and no employee may be disciplined without Just Cause. Although there are several different kinds of discipline, for this article I will refer to Failure to Maintain Regular Work Schedule (FTMRWS) otherwise known as attendance.

So, an employee calls in (or for those new employees calls off) several times, management will bring them in a private room to discuss the matter. Such discussions are not considered discipline and are not grievable. This is an Official Discussion (OD). Although you can't have a union steward present in the meeting you can request to see one prior to or after, and they have to provide one. After the OD the union suggests you take notes like, what it was for, what they explained to you, where it was, if anyone else was there, including supervisors or managers.

If the employee continues to have excessive unscheduled absences it will go to the next step in the process. The first thing the supervisor has to do is put together their case. In discipline management is the moving party, so they have the burden of proof. Once they have all the evidence 3971, 3972, clock rings, notes, and prior discipline, they will bring you in the office for an Investigative Interview or what's referred to as a Day-in-court, which you are allowed to have a union steward present. Management should show you all the evidence they have and allow you to defend yourself.

Most Day-in-courts start with a two to three-page document of questions they will ask you. One question is,

Are you aware that employees are required to be regular in attendance? As the reader of this article please answer that question before you continue.

For most people it's a simple question and they answer yes. So, what is "regular in attendance" or for that matter what is irregular in attendance? If I call in and use my earned sick leave is that ok? What if I have

a family emergency? What if I'm .09 clicks late? What if I'm scheduled to work on my day off and I don't come in? What if I come to work, feel sick and go home early? Is there a certain number of days off before it is considered irregular in attendance?

For someone to be disciplined they need to be made aware of the rule and informed of the consequences for breaking the rule. So, by answering yes to the above question you just acknowledged you know the answers to every question that was asked above and more. Most people are too prideful to admit they don't know the answer to a question and management uses this against the employee knowing they will answer yes to each question.

After the day in court, management will then decide if they are going to follow through or drop it. If they do issue the employee discipline it would be a Letter of Warning (LOW). They normally bring them in the office again to sign it and give the employee a copy (you may have a steward present if wanted). This is when the 14 -days starts for the union to grieve it. There have been so many times that the union was unable to win a case because the employee did not notify the union before the 14 days were up.

If the employee continues to have more excessive unscheduled absences the next step is a 7-day suspension, as previously discussed the supervisor will bring the employee in for a day-in-court, present all the information, listen to the employee's side of the story and then make their decision to proceed.

If the employee continues to have more excessive unscheduled absences the next step would be a 14-day suspension and the last step would be a Notice of Removal.

Now for a more serious offense, like fighting, stealing, intoxication (drugs or alcohol), failure to follow safety rules, or when an employee could be injurious to self or others. Management does not have to follow each step in the process and depending on the seriousness of the offense they could go directly to a removal. This usually includes an Emergency Placement (EP) which means they remove the employee from the building immediately. Emergency Placement is a separate violation and the 14 days to file a grievance starts the day the employee is removed.

As it relates to timelines, once a supervisor gives an employee an Official Discussion it is typically on their record for 1 year. Letter

of Warning or suspensions are on the record for 2 years.

Now you briefly know the process. A couple points I want to make is if a supervisor asks you to go to the office ask them "if this could lead to discipline"? If they say yes, request a steward be present. If the postal inspectors or OIG ask to talk to you, ask for a union steward to be present. Management has been sending employees letters in the mail scheduling them for a Day-in-court. If you don't contact them or don't show up, they use that as your response and then issue you discipline.

Management has also been sending the discipline to the employee's house in the mail even if you are showing up at work, so if you don't open it, your 14 days goes by and you lose your case. Some employees feel if they call in and management disciplines them for it, they shouldn't grieve it because they were calling in and deserve it. Again, ask for a steward, even if we are guilty of the charges sometimes the penalty is too severe for the wrongdoing. Two years is a long time to have something hanging over your head.

When management hands you a pile of 3971s read them before you sign them. This is your request, so make sure it says what you requested. A supervisor will have the employee sign a 3971 that says AWOL, and the employee signs it like they are requesting to be charged with AWOL. It is your request, if it doesn't match what you requested change it or hand write a new one. If you requested FMLA and it doesn't say it add it or if it became a FMLA condition you have 2 days after you return to work to designate it as FMLA.

I hope this article was informative and I will end it with this, since this will be the last Postmark until September, I wish you a safe and wonderful summer.

Jason Stevens

Industrial Relations Director

## MVS Report

So, it's the last Postmark for a few months and there's so much I'd like to say. There's good things happening, and crappy things that have happened. The Dispatch Clerks & the TTO's will be trained how to add/create trips into our scanners, this will get us accurate credit for the work we do. If we're not provided the training to show accurate scans, I will file grievances for every single contractual violation that I'm made aware of or know of. There have been 4 settled grievances for this scanner info...it's about time management lives up to their word. By the time you read this, we will probably have started our Re-Bid. If your seniority was above retired TTO M. Friese during the 2023 November bid, then you won't have to deal with the re-bid. This is due to a communication issue and Friese's bid. The bid should have been posted after he retired for all to bid, and not made residual. MVS management has a different view regarding how the bid should've been handled and they're allowed to have any view they want, as long as it's the same as the union..contractual. Another problem that was solved through the grievance process was the constant failure to provide PS Form 1723's. These documents are to be provided to the union in advance and include information of Who, What, When, Start, and End of a temporary detail. A settlement was reached which includes a monetary remedy and hopefully it puts an end to the controlling document that's constantly M.I.A.

Nothing has changed when it comes to management doing bargaining unit work. As a matter of fact we hit a milestone. We filed our 105th grievance for the same violation and see no end in sight..

I need to bring something to the attention of all drivers. I was pulled into our man-

ager's office to discuss SCANNING. Some drivers do an excellent job of scanning and it's appreciated and I'd like to explain why it's appreciated ....because your Route, your Job, your Work will stay just that, yours. If you don't scan, If you think it's not your job to scan, if you think you won't get disciplined, I'm here to tell you that things are going to change. Management will be watching each person's scanning activity, If you don't scan at a minimum your arrivals and departures, our management is going to follow the progressive discipline procedure to remove the employees who aren't following instructions but that's not the worst part. While they are building their discipline case, they will also be contacting headquarters to remove the route's work. Scanning is not going away, in fact scanning is going to get even busier with the training that is expected to start soon. If your badge doesn't work, if your scanner doesn't work, tell management so it can get fixed.

Lastly, there's been some gossip regarding how things are being run in the union office. It's been said I only file grievances that benefit me. It's been said that I'm the cause of a supervisor recently departing. It was questioned why I was on the Memorial Day Holiday Schedule for both my off days. I've heard I make an additional \$2500 per week when I'm in the Union office.

So I'd like to clear up a couple of these ridiculous claims. In the 6 years I've been a MVS union steward/officer the only time I have filed grievances for myself was when I was the only person involved. As for the recently departed PVS leadership, I can say this...in the capacity of my postal position or my union position, I have NO authority nor do I have anything to do with anyone's de-

parture. If someone continually fails to follow their superiors instructions, or sends bashing emails or voices negativity on a CB radio...How long do you think it takes before someone higher up the ladder notices and puts a stop to the madness.

When a person signs up to work all 3 days of the Holiday Schedule and they are high enough in seniority to fill the needed spots according to the pecking order shouldn't be an issue. Every Holiday Schedule is Double Checked for mistakes and returned to management to properly post. If you had an opportunity to work for Overtime and Penalty time, are you saying that you would say "No". Lastly...My bid hours are 12:30 am until 9 am so when you see my vehicle here past 9:00 am, it's on my own time.

I will be posting a notice of a drivers meeting where questions will be answered and information will be shared"

Fighting For You

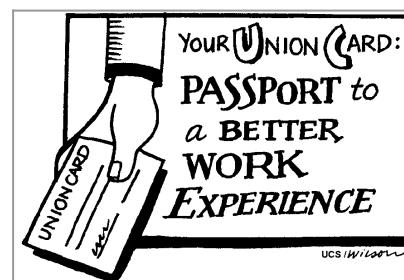
Fighting For Us

Fighting To Win

In Solidarity,

Adam Godes

MVS Craft Director



# Hello Brothers and Sisters

I want to let you know about management's ability to change our start times. The Contract allows management to move our start time one hour on every bid at the beginning of our new contract. I will give you an example if a bid was 7:00 am management can move that bid to 6:00 am or 8:00 am for the life of the contract. If management moves it more than 1 hour then there could be abolishment or reverted and repost bids. The new plant manager just like every other plant manager has decided to move our

bids back 1 hour for Tour 2 and 3 and a half an hour for Tour 1. He also wanted to revert 14 full time bids but the Union was successful in having them repost those bids on the next bid sheet and some of those bids were moved to 2 Tour jobs. The reason this is a good thing is that this will allow us to convert PSEs sooner than the 2 year limit.

Some other changes that were talked about.: No more PSE hiring for the plant  
Also PSE hours have been reduced.

These actions are being taken to avoid an excessing event here in St Paul.

We have now had two retirement seminars. I hope everyone learned everything you need to know.--

Bruce Gutzke, Vice President



## Beat the Heat

Anybody can be at risk for a heat-related illness. Follow these summer safety tips, like taking extra breaks and drinking lots of water.

## Bug Safety

Mosquitoes can cause a number of illnesses, including Zika Virus and West Nile Virus. Learn what you can do to protect yourself at work and play.

## Playgrounds

Emergency departments see more than 20,000 children ages 14 and younger for playground-related traumatic brain injury each year.

## Fireworks

Summer is synonymous with barbecues, parades, fireworks displays – and plenty of visits to emergency rooms, especially during July.

## Water Safety

Drowning caused 3,709 deaths in 2017. The younger the child, the greater the risk.

## Bicycling

Bicyclists must take extra precautions when they ride. They often share the road with vehicles, but injuries can happen even on a bike path.

- National Safety Council

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 Stevens .....IRD  
Shelley Fleming.....Secretary  
Tim Strong..... Treasurer  
Noah Beraki ....Clerk Craft Director  
Jim Pierce.....MNT Director  
Adam Godes ..... MVS Director  
Dana Fitzpatrick.....Trustee Chair  
Sue Rodriguez ....Trustee Clerk  
Matt Garcia .....Trustee MNT  
Kris Halbmaier.....MVS Trustee

We're on the Web!  
[stpaulapwu.org](http://stpaulapwu.org)



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

**Return Service Requested**

**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](mailto:grievance@stpaulapwu.org)***

**General Membership Meeting  
June 27 6:15 pm meeting  
Refreshments served**

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

**Retiree Gathering:** June 21st at 11:00 Great Moon Buffet White Bear Ave

**Annual Picnic -** Dickey's BBQ will be served

July 19, 2023 11:00 a.m.

2261 Waters Dr, Mendota Heights, MN