

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

Sisters & Brothers

On Saturday April 29th, APWU members of the St Paul Area Local, Twin Cities PDC Local, Minneapolis Area Local and retiree chapters rallied in front of the Eagan Post Office. The main purpose of the rally was to continue to raise awareness on the short staffing of some of our Postal operations along with the unsafe, harassing and hostile working conditions far too many postal employees are subjected to. Saturday's rally was part of a kick off on an APWU National campaign on the same issue. I would personally like to thank those of you who attended the rally and took a couple hours out of your Saturday to take our message to the public.

I am sure it is no surprise to most of you reading this article that unsafe and hostile work environments across the Postal network are at an all-time high. Being belittled and talked down to by your Supervisors and Managers is not the path to a productive work environment. Continued understaffing and lack of dignity and respect leads to low moral on the workroom floor which impacts the service we provide to the public. The Postal Management however responded to the Union's rally with the following statement to press:

"The position being presented here by the leadership of the American Postal Workers Union is absent of anything based in reality."

I think it is management that clearly is not willing to come to grips with reality. An audit report from the USPS Office of Inspector General on turnover in "non-career" (new hire) workforce released within the last month found that postal workers had a turnover rate of 58.9 percent in 2022, a dramatic increase from an already high rate of turnover of 38.5 percent in 2019. The two main reasons for turnover cited in the OIG report were a lack of respect from supervi-

sors and too many hours on the job. If things are so great on the workroom floor than why can't management retain the employees they hire? Why are some customers going multiple days before their mail is getting delivered?



Regardless of the Postal Services acceptance of the reality bargaining unit employees face on a daily basis, the APWU is committed to speaking out on behalf of our members, demanding proper staffing and dignity and respect in the work place. The APWU however cannot do this alone. We need our membership to get proactive. If you see something say something. An injury to one of us is an injury to all! Start calling management out on their unacceptable behavior as it is occurring, this may be enough to change some of managements tactics. It is easy for management to single one employee out, however they can't silence an entire organized work unit. This is one of the basic fundamentals of organized Labor, power in numbers.

We also encourage our members to fill out and return the survey mailed by APWU National to each and every one of you regarding working conditions in your office or unit. This will give our National leadership an insight into how bad things really are getting. Once the problems are clearly identified we can start brainstorming on a plan to correct these deficiencies in hopes of workers once again enjoying a day at the office rather than dreading coming into work.

Solidarity,

Dave Cook
President

See Rally pictures, page 6

WE NEED TO STAY UNION STRONG! SOLIDARITY! UNION PROUD!

Clerk issues:

If you are being excessed out of section during your work shift, the correct way is to excess by juniority in your section to the different section. If management does this incorrectly, you can file a grievance. This is a violation of Article 37 of the Local Memorandum of Understanding (LMOU). If they excess out of section on overtime, the section that you are told to work might be a violation if management didn't max the overtime desired list. If this is done incorrectly file a grievance. Follow the orders unless it is unsafe and file after.

If mail handlers are working clerk jobs, this is a grievance. It violates Article 7 by crossing crafts. Regarding the new machine Flex Rover Sorter (FRS), we need to fight for the jobs in this area. Write a statement on the job duties that you are doing on

the FRS and give to me or Union Steward to put in my panel. If management is doing clerk work, they are violating Article 1.6 of the contract. File a grievance.

WE NEED TO FIGHT FOR OUR JOBS!!!

Fight for our jobs by filing the appropriate grievances. We need to show we need clerk jobs. Help support the Union to Save Our Jobs. Stick together and help your brothers and sisters.

SOLIDARITY!

**KIM RICHARDSON
STEWARD**

Voice of the Employee (VOE) or Postal Pulse

Whatever they call it now, the Unions position is we asks you do not fill them out. Management has never allowed the Union input to what questions will be asked or how they are going to resolve the issues from the questionnaire. Also, they have used the answers against us during contract negotiations. If Management hands you one or mails it to you, please do not fill it out. Instead bring it to the Union office and we will put your name in our annual drawing which we pull 10 winners 1 - \$50 and 9 - \$25. Your prize doubles if you are at the General Membership Meeting when

they are drawn (later in the year).

At the plant,

Greg Tate has been placed in the acting plant manager position and Randy Eissen is now acting at the NDC. We again notified Greg of all the grievances that he has caused by having employees work by themselves on the DBCS for their breaks / lunch. He doesn't seem to care so they will have to work their way through the grievance process. Please grieve this each and every day this happens so you can be compensated for working two jobs at once. Also this is

one of the ways we protect our jobs on the DBCS. Every time an employee works alone, management tries to get them to do it longer and more often until they completely eliminate the 2nd person.

I would like to thank all the stewards for doing a great job representing the membership and processing the grievances in a timely manner.

Jason Stevens

Industrial Relations Director

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

Officers:

President Bill Catlin

Vice President Ray Moore

Secretary Joe Marino

Treasurer Dan Blee

Trustee Larry Kramlinger

Remember May 17th, 11:00 AM, Retiree meeting. We will have nominations for officers and also our 2 - \$50 drawings . Hope you can make it (the weather's finally cooperating). We are having Oriental for our food choice this month . Stay well - Bill

Recent Grievance Settlements

The Union settled grievances for a total of \$58,256.63

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

Abinet Admassu

Medhanit Gashaw

Kachee Xiong

Rickey Burns

Tanesha Crenshaw

Ariel Henderson

Derrian Sharpe

Chase Reasland

Yang Jooyoung

Samuel McDowell

Monique Reed

Zissan Kika

The Local has learned of the death of Member Tamirat Tegene. Our deepest sympathies to his friends and family.



Maintenance Report

Maintenance Work Order Issues:

I want to start out by addressing an issue that is happening within our Stations, Branches and Associate Offices (AO's) where Management has implemented the PS Form 4776's. One major issue we are finding is that the Custodians are only notating "7hours" on their assignment sheets. Without breaking down where their time was applied for each task. It is critical that when (YOU) Laborer Custodians enter time, for each of the tasks specifically performed daily. If you have any questions on the proper method to filling out the PS Form 4776's contact the Union.

Additionally, I need to stress to all Maintenance Craft employees the importance of creating and requesting **WORK ORDERS** such as **code 05** work orders for all additional problems found during your daily Preventive Maintenance (PM) windows. **DO NOT** add additional time to the Employee Assignment Worksheet (EAWS) PM route time. If you find anything wrong while perform the PM Checks, request an appropriate work order. If the problem(s) can be corrected by end of tour ask for a **Code 05** work order. If the problem(s) cannot be corrected by end of tour request a **code 07** work order.

One of the ways we can ensure that our staffing is maintained or we raise the staffing levels is by creating Code 05 work orders and not adding additional time to the PM routes on the EAWS. The reason for not adding additional time on the PM route on the EAWS is because the time on the EAWS is a set time and cannot be adjusted. Therefore, when an employee adds additional time to an established PM route we lose that time and it is not calculated for staffing purposes.

I cannot stress the importance of accounting for EVERYTHING we do every day. If you are responding to Maintenance Calls, make sure you provide a WORK ORDER for each Maintenance Call you respond to for each incident, and use the three-digit descriptor as close as possible to identify what work you performed. **NEVER** use the descriptor "**MISCELLANEOUS**" anywhere on a "Work Order" we lose this time. Management cannot categorize the work time, so we lose all "**MISCELLANEOUS**" time.

I implore all of you to **NEVER** use the work code (**LU – Miscellaneous**) on any work orders, we will lose the time taken for the work that is entered with **LU- Miscellaneous** code.

We have a lot of new Maintenance employees who may or may not know that as PM route is based on checking and inspecting items on any given piece of equipment. During the PM route if you find any issues such as, but not limited to, broken belts, bad bear-

ings, damaged equipment, or any other type of maintenance issues on your assigned equipment, make sure you generate an (05 Work Order) for the work required to make the repairs to the deficiencies.

It is **VERY IMPORTANT** that all Maintenance Craft employee **STOP** writing **MISCELLANEOUS** action codes when accounting for their work on any work order. **DO NOT** use any action/verb code with **MISCELLANEOUS** on your **DAILY** route sheets. For every minute, hour that we use the **MISCELLANEOUS** action/verb on our daily work sheets when accounting for work performed we lose potential man hours which equals to our staffing levels. USPS Headquarters will remove all **MISCELLANEOUS** time from our staffing.

Further, I need to stress to all Maintenance Craft employees that a large part of our staffing levels is based on historical data. Meaning tasks such as, but not limited to, the time taken for battery changes, repair tray carts, repairing certain equipment, throughout the year the Maintenance Craft employees perform hundreds of hours doing tasks such as these and we need to ensure that all time is accurately accounted for and after talking with some of the Maintenance employees recently it has been brought to my attention that we are using action / verb codes such as "YLU" or other Miscellaneous action codes. I cannot stress enough the we all have to stop using miscellaneous action/verb codes.

We have seen many cuts in our staffing levels, so, if we pull together and start creating work orders for every task performed throughout our work days we can ensure that we are receiving the appropriate credit toward our staffing levels. It is our responsibility to create or request work orders for every task we perform on a daily basis.

If you have any questions or concerns regarding this article please contact your steward

If you are interested in becoming a Maintenance Craft Union Steward please contact me

Jim Pierce
Maintenance Craft Director

Vice President's Report

Hello Brother and Sisters,

Don't sign a 3971 that has AWOL on it, if the 3971 is wrong you have a right to fix it before you sign it. You can always fill out your own 3971 vs the computer generated one. If you call in sick ask for your 3971 the next day so your pay is right.

Starting on 6/10/23 thru 6/25/23 next quarter OTDL sign up is open make sure you sign up to be on the list for the summer quarter if you want. If you

have questions about the rules about Overtime ask to speak with a union steward.

The next 3 months will have a Holiday coming up make sure you watch for the sign up sheets. For new regulars if you sign up to work on your Holiday you can bank it for Annual make sure you ask for a steward if this is what you want so it is done right.

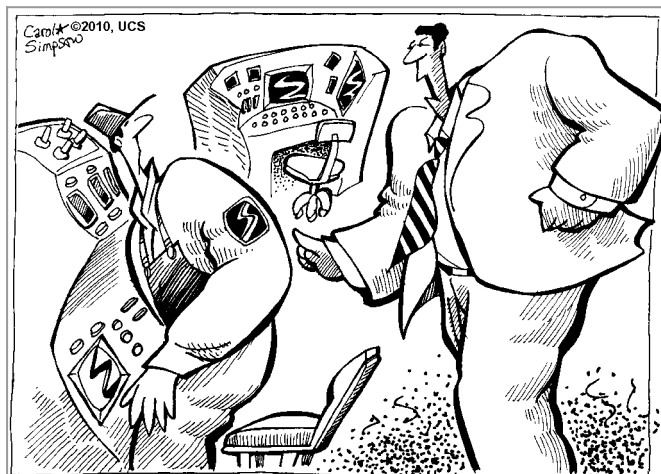
Remember there are only two things you need to sign and that is a 3971

and your paycheck. If management asks you to sign anything else, ask for a union steward. If you have any Questions about FMLA paperwork and rules ask for a steward.

AO's if anyone retires or quits let your union know so we can make sure bids go up properly. We don't always know we need your help.

Bruce Gutzke

Vice President



"We can't afford any more absenteeism... especially when you're doing the work of a 10-person department."

Rally Pictures



Thanks to everyone who turned out!

MVS Report

Hello Craft it's that time again, Summer is approaching and vacations begin. I'll start this article with rhymes and quirks, I won't talk shiRt (minus the R) or sound like a jerk. Things are changing and yes, it's true, Fixing Managements mistakes will affect some, but not all of you. The first issue we'll mention is about vacated bids, it must be posted for 14 days before being marked RESID (residual) . I tried giving management some worthy advice, but the response in the email wasn't very nice. You don't listen and shut the door in my face, now the 3rd re-bid will happen, since you filled that supervisor space.

I don't feel like rhyming from this point on, and I said I won't talk shiRt or sound like a jerk, but it's way too hard rhyme when the content of the article is going to change.

How many times does a violation have to be grieved and settled before the violations cease? MVS stewards have filed (at the time this article is written) 100 of the same grievances...You read that right, we have filed 100 of the same grievances for Management doing Bargaining Unit work. What kind of leadership lets this madness continue? A question with a million possible answers.

I want to make you aware of another problem. You need to pay close attention to your hours, including any leave whether it's sick or annual that you have used. The person who does the drivers' TACS has made quite a few errors on rings and leave usage, so pay close attention to your earnings and balances.

Another issue I have to address. **The Overtime Desired List** is something management uses to help them schedule overtime. When you sign up on the list, this means you're available for both your scheduled days off. If you can't work one of your scheduled days off, then you can't work, BUT you will still get a count and this is due to the count and rotation system we use. Management can't remove you from the list, only you can remove yourself from the list, and it must be done in writing.

Additional issues being addressed... I'm meeting with Labor to change the language on the tops of our run sheets. Currently it states **"Supervisors may change this run at any time"** and this has gone on long enough. We bid on our runs by seniority and if you choose a run that has less stops, that doesn't give management the right to change your run just because they don't staff right or other reasons they give. You bid or are converted onto a run, and the run schedules state where and what you will be doing, and the next thing you know you're at the Annex or some other place. If you want it to stop, give me a statement otherwise we'll have to wait for an arbitration ruling but either way.... That language needs to go. Keep in mind you are here for 8 hours and if you've completed your run and they send you somewhere then that is a different situation, but it's not a violation of the contract.

DIGNITY AND RESPECT... this is a subject that I shouldn't have to write about. We've had some problems in MVS and opinions have been formed. When management thinks they can swear at you, belittle you, talk about you behind your back, intimidate you, harass you, lie about you, make public statements about you, falsify documents about you or your work, treats you different than others, makes racial slurs, physically puts their hands on you, etc. ... this is not how anyone should ever be treated..especially when you're just trying to make a living. This kind of treatment needs to be reported right away, it needs to be documented. You have multiple ways of stopping this treatment. We can start with a Dignity and Respect grievance. You also have the option of filing an EEO complaint. When you go the EEO route you MUST have good documentation and you MUST file it within 45 days, anything past that, it will be dismissed.

Some other topics that are brewing....

* The Rental Trucks are supposed to be going back to Ryder, no word what the

fix will be when we don't have enough trucks.

- PTF Drivers must take the truck they are assigned. Just grabbing any truck causes problems, you might be taking a drivers bid truck and this causes a domino effect of problems.
- Lines being painted...I've been told, when the weather warms up the docks and lots will be painted.
- The 4 shacks along the North Wall...After 6 years, I believe I've hounded them enough and they should be gone by summer.
- I'm still fighting to get the DAS Award work back... fingers crossed it's coming.

Now this article is off to the press, and I hope you understood my informative mess. Thanks for reading..

FIGHTING FOR YOU, FIGHTING FOR US, FIGHTING TO WIN...

In Solidarity,

Adam Godes

MVS Craft Director

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

We're on the Web!
stpaulapwu.org



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

Return Service Requested

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

Thinking about retirement? We will be holding a FERS retirement seminar!

When: Thursday May 25th, 2023 from 5-8 p.m. **Where:** St Paul MN Area Local Union Office 2261 Waters Dr, Mendota Heights,

The seminar is being presented by Federal Benefit Services and is open to members only.

You must call ahead and register, space may be limited—call 651-778-1637

Zoom option available, please provide your email address if you'd like a zoom link.

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 23, 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