

## 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,

By the time this article reaches you summer will officially have ended. I hope you all had a chance to spend some time with friends and family and enjoy the beautiful MN weather. This summer your Local remained busy representing our members. Our Stewards and Officers attended training at the John Akey seminar in the end of August. I want to thank the membership for supporting and sending the Stewards to this valuable training. The variety of classes offered were extremely beneficial to our stewards and will help them put forward the best possible grievances for our members. Below are some of the issues occurring over summer:

## P&DC:

We have definitely seen an uptick in discipline being issued for various reasons. I would say attendance is probably at the top of that list. Management has also been taking a strong stance on employee behavior. This has led to numerous emergency placements and even removals issued, whether warranted or not. I would like to remind everyone that being right is not worth your job. Do not engage in heated arguments with coworkers or Supervisors. If there is an issue follow your supervisors order and then ask for a steward. Let us do the arguing with management.

The Local received approximately twenty-two (22) intent to revert notices this summer from the Plant Manager via mail. What is a reversion notice you might ask? Well this means management intends on getting rid of twenty-two (22) vacant clerk craft bids in the P&DC, thus reducing the compliment. So far, the bids listed were on all three tours. There is no rhyme or reason as to what bids they are reverting, other than they are vacant. Perfect timing with PEAK right around the corner...

Now the Stewards and officers of this Local will be grieving every reversion we receive, as every bid we keep is an eventual PSE conversion to Full Time Regular. Historically we have been successful at getting reverted jobs back through the grievance procedure, but

nothing is a guarantee and that can be a slow process. We expect more reversions to come, but not sure how many.

## Customer Service

Management in CS seemed to focus on issuing discipline relating to the HAZMAT question on the retail point of sale terminal. SSA's, if the customer does not answer the HAZMAT question do not answer it for them on your terminal. We have requested a copy of management's standard operating procedure (SOP) on how the retail clerk is to handle issues with the HAZMAT question, but have yet to be provided a response. I will probably need to initiate NLRB charges to get the information. So, until then ask your supervisor on how they would like you to deal with HAZMAT question and follow that direction. Make sure to jot down a quick note as to what your supervisor's response was and the date and time you were given this instruction. This issue is being pushed by the new District Manager and her pressure on your supervisors is relentless.

Management did revert one (1) bid at the Rice Street station. We have grieved this action as well and should be successful in returning that bid.

Lastly, career employees represented by the APWU will receive a \$0.48 per hour cost-of-living adjustment (COLA), effective Aug. 26, 2023. The COLA increase pay by \$998 annually for full-time, career workers. It will appear in paychecks dated Sept. 15, 2023 (Pay Period 20-2023). If you work with a SCAB please remind them that their COLA was negotiated with the Union dues you pay. It pays to be in a UNION!

In Solidarity,  
Dave Cook  
President



## Do You Know Your PIN Number?

Although I have had articles about this in the past, I feel I need to bring it up again. Everyone should be able to access liteblue and everyone should know their 4-digit pin. There were many times this summer when employees came to the Union office for help, trying to place a bid at the last moment, or tried to access important documents from liteblue but were unable to because they forgot their password or didn't know their pin.

There have been several security updates on liteblue the last year which required password changes and new verifications. If you haven't logged into liteblue in the last 6 months the first time you try you will have several updates and hurdles to overcome. A lot of times this requires you to ask for a password

or pin reset, which takes 5 to 10 days to receive in the mail.

Most employees are trying to achieve something important like set up direct deposit, create an allotment, access their virtual time card, employment verification for a rental or loan approval, or place a bid. Most of those items need immediate or quick response. Waiting 5 to 10 days most of the time would be too long and the employee would fail what they are trying to accomplish.

Don't wait until you need something on liteblue or postalease before you try to log in, and if you don't know your 4-digit pin, reset it and create a new one. Your pin number is something you should memorize and have your entire career.

This includes, all crafts and groups of employees (FTR, PTF and PSE's). In just a few months it will be open season, so the time is now.

Jason Stevens

Industrial Relations Director

## Trustee Chair Report

Hello Brothers and Sisters,

It's me, Dana Fitzpatrick your Trustee Chairperson. I'm still learning my position and adjusting as I go.

However, I just want to let you all know that all three Audits have come out to be "ALL Good". All is accounted for and there has not been any questions on anything so far.

On another note The APWU is planning a Membership Picnic next year 2024!

If it's not a problem could you all make sure you update your information for us. This is only to make sure we send out the invites to the right place. I'm really excited about this and look-

ing forward to meeting you all and being able to break bread my APWU members.

Thank you and be safe.

Dana Fitzpatrick

Trustee Chair

## 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 Sept 20th, 11:00 AM .

Tom Edwards (Suds) is going to speak on Senior Health Care . He's been working with the AFL- CIO and has some info to share with us .

Ray and I are going to the All Craft Conference the 1st of Oct to get updates on Health benefits and more info on our future as Retirees .

Hope to see you there.

We have our 2- \$50 drawings and a "snack" for us after the meeting .

Stay well ....

Bill

## ***RETIREE MEETING SCHEDULE***

Meetings are held the third Wednesday, in January, March, May, July, September, and November. 11:00 a.m. at the Union Office, 2261 Waters Drive.

Refreshments are served!



### ***The Local has learned of the death of members***

***Eric Busch***

***Tamirat Tigegn***

***James Bunde***

***Bernie Mersch***

## Secretary and Safety Report

Greeting Brothers & Sisters  
All stewards were offered an opportunity to attend steward training August 25 & 26 2023. It was a pleasure to attend the John Akey Training 2023 on your behalf. One of the classes I took was Fighting Discipline given by Amy Puhalski (Central Region Coordinator) and our Clerk Craft Business Agent and former President, Todd Elkerton. This class was very informational and I look forward to using skills learned to the best of my abilities. There has been a movement by management to try disciplining employees for anything they can make up. It is very important for all APWU members to request a steward when you are brought into an office to be questioned. It is Management's responsibility to get you a steward before you say anything.

### SAFETY

The next Health & Safety Audit at the St. Paul P&DC is scheduled for October 25 &

26 2023. It has been brought to our attention that employees are coming into the building hours ahead of scheduled begin tour and/or staying hours after punching out. This is a safety concern, as you should not only be in the building, you should not be on the workroom floor off the clock. If you were to get hurt and not on the clock that puts yourself at a bigger risk.

### WORKING STANDARDS:

We do not have working time standards. There are no rules in the contract stating clerks have to run a certain number of pieces of mail per hour/ or per day on any given machine.

Working alone needs to be grieved. if you are working alone, ask for a steward, stop by the steward office, call the steward office or fax (651-291-8886) your statement. In your statement make sure you print your name, Employee ID number,

phone number you can be reached at, what tour and unit you work, what machine you were working alone on, the time worked alone, your partners name if you had one for a short amount of time, the operation numbers you ran mail on and the machine number.

Thank you for the opportunity to represent you

Shelley R. Fleming

Secretary

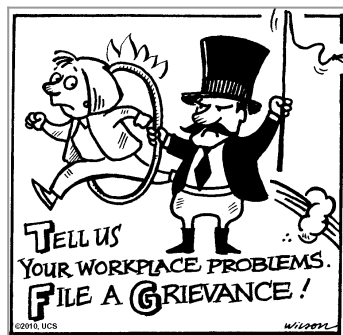
## Recent Grievance Settlements

The Union settled grievances for a total of 75,286.32 for June, 57,968.27 for July, and 109,133.00 for August. Total—\$243,387.59

The Union is working hard for you!

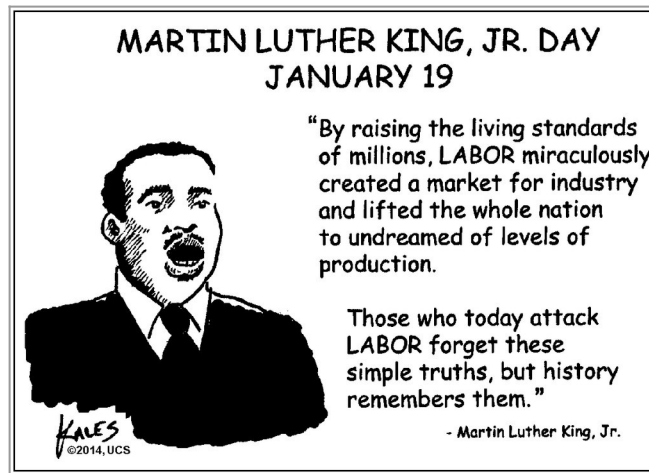
We need you to step up to the plate! If you know a non-member, please ask them to consider joining, we all need to pull together as a Union.

The Local is approximately 92% organized.



# Welcome New Members

Gabriel Alade	Behutaket Damenech	Keigan Pumper
Mary Andrescik	Robert Laliberte	Brett Richardson
Adane Bererka	Abdisa Lemu	Tesfaye Sisay
Mark Brazier	Ezana Matwos	Deshawn Townley
John Coleman	Meshanau Mengesha	



## Door Prizes GMM

June

**\$50** - Bruce Gutzke

**\$300** - Wayne Schladweiler, Brian Snyder (not present, you must be present to win)

## Motor Vehicle Services

Hello fellow craft members, I'd like to say things are great in Motor Vehicle Services, but we all know that's a crock. I've been spending numerous hours a day in the Union office fighting with Management regarding the Holiday Schedules from New Years, MLK, Memorial Day, Juneteenth, July 4th, Presidents Day and Thanksgiving. I don't understand why it's so hard to take Regular Work Days, Names off the sign-up sheets, then go from the Holiday Pecking Order in the LMOU, write the schedule and get it posted before the end of Tour 1. Every Holiday schedule has had seniority issues or someone being bypassed or not scheduled at all, there's always some kind of issue.

The grievances haven't stopped for Management doing bargaining unit work. I believe we have 140 settlements for Management doing dispatch work and the worst part is, we don't see it stopping anytime soon.

Some huge changes are coming for the Postal Service and MVS will still be involved more than ever. The Postal Service wants to add larger routes out of what's basically called a super hub.

They're talking about adding dock trucks where you won't need air brake endorsements and all sorts of ideas which the more I learn, the more I'll share.

Another hurdle we have been trying to tackle is getting a Driver Safety Instructor (DSI) position in St. Paul.

I've settled four grievances and have now filed the 5th grievance, to provide training to the MVS Clerks and Drivers on the ability to add the extra stops into our scanners, giving us credit for the work we're performing. MVS Management has not complied with two Step 1 grievances and two Step 2 grievances, so this settlement I'll be shooting for the Moon and hoping for the best.

We are experiencing a problem in MVS leadership. This management official is actually taking drivers overtime and removing it from their TACs and leaving the person with a flat eight hours. It's been caught, reported, and fixed, but this time I went to the Investigators and hopefully they'll put an end to this thievery.

1767's and 1723s, multiple Emergency Placements and we've been successful at all three. We've had not one but two Removals, so far.

I'm fairly confident that the second person will be returned to their bid shortly.

I'm going to see if we can set-up a driver/mechanic Zoom meeting at least once per month. It could be used to ask questions, feel out situations, bitch about topics, and it would only be open to APWU Members and we wouldn't allow any Management.

Fighting for You

Fighting for Us

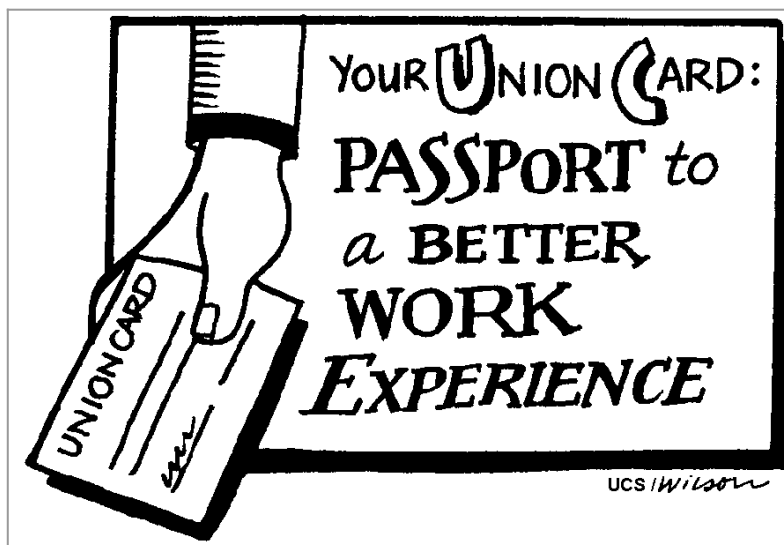
Fighting To Win

In Solidarity,

Adam Godes

MVS Craft Director

St. Paul APWU



## Maintenance Craft

Hello Maintenance

I want to thank the Union stewards Matt Garcia, Adam Fimon and John Robinson for the hard work they are doing representing the Maintenance craft in the grievance processes. These three employees are dedicating many hours to provide you the representation you deserve. So, if you see either of them make sure to thank them for their hard work. Recently we have processed the FY 2017 MS-47 Line H for a total of 19,657.56 hours at the overtime rate for a total of \$799,905.09 to be divided among the 56 employees that worked at the Saint Paul Plant during 2017. This breaks down to approximately \$18,786.57 to the employee that received full shares. Since the first Line H case was filed for the Saint Paul Installation the remedy has been processed the same method of calculation, the only

way an employee does not earn a share is if the employee has a full 40 hours of LWOP or if the employee works any portion of a pay week in higher level 204b status in a work week.

We have settled the FY 2022 MS-47 Line H grievance for the Twin Cities L&DC for a total of \$260,000 to be divided by shares earned to the approximate 18 employees that worked at the Twin Cities LDC during the 2022 year. For the employees that work the full year without deductions described above should receive approximately \$16,732.56

Additionally, we have so far settled a total of 10,901 hours at the overtime rate for the FY 2022 Line H for the Stations & branches, for a total of \$512,347 so far for the Custodial sections at the Saint Paul Plant and Stations and Branches. We have not settled the FY 2022 Line H for the Saint Paul Plant as of the writing

of this article. As soon as the Saint Paul Plant grievance is resolved we will let everyone know.

If you are a custodian assigned to the Saint Paul Stations and Branches to include the Associate Offices, I implore to you to make sure you documents every task you, what task(s) you perform, how long you took to perform the task(s), what day you performed the task(s), more details the better for tracking the work performed daily.

Jim Pierce  
Maintenance Craft Director  
Saint Paul Area Local

## Clerk Craft Director Report

Keep up the good work and stay away from phan when you are on the working floor.

Thanks everyone

Noah Beraki

Clerk 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

**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 Halbraier.....MVS Trustee

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



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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  
Sept 26 6:15 p.m. meeting  
Refreshments served**

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

**Retiree Meeting:**

**Sept 20, 11:00 am**

2261 Waters Dr, Mendota Heights

**Refreshments served!**