

# APWU

St. Paul, MN Area  
Local APWU AFL-CIO

# POSTMARK

## **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

Happy New Years Sisters and Brothers, I hope this Article finds you all healthy. As usual 2023 has been a busy year for Postal workers. Surprising to me PEAK mail season was manageable this year with no major issues locally. It appears adding some new machines to the P&DC did help with mail processing.

Thank you to the members who worked hard this PEAK season to ensure the customers received their mail in a timely fashion. Some of the changes in 2023 were as follows:

-Management is reverting career clerk craft bids (approximately 22 at this point) in the Plant due to a decrease in mail volume. We have been given no real numbers as to how many bids management is trying to get down to and there is no rhyme or reason as to what bids they are reverting. The St. Paul Area Local has initiated grievances on each of those reversion as the level of PSE work hours shows a need for these career bids.

-There is a new CS District Manager, Angela Bye. There have definitely been some growing pains between her and the Postal Unions. Angela is nothing like her predecessor and seems to have more of an anti-union mentality. Hopefully she realizes the value of working with the Unions rather than against them.

- There was a USPS Mail Processing Facility review of the MPLS. P&DC. This review determined originating mail operations in the Minneapolis ZIP's will now be forwarded to the St Paul P&DC to be worked. The change is supposed to occur some time in 2024 yet management can not give us an exact date or what effects this may have on the members of the St Paul Area Local. On its face this looks like a positive situation for the St Paul Area Local members with a potential increase in bids. However, with every Postal change there is a down-

side and we just don't know what that is yet. We will relay more information as it becomes available.

-Our PVS TTO compliment is full for the first time in approximately 10 years! With these staffing levels the APWU is working with PVS management to return some contracted out HCR work back in to the PVS schedules.

-Our Maintenance Craft has been dealing with numerous issues all caused by management trying to split up the St Paul Installation. There was an Arbitration on December 22nd relating to custodial issues and how the staffing of absences is to occur in relation to a long-standing MOU. We are optimistic that the Arbitrator will rule in favor of the Union, but will not know for approximately 60 days.

-The Local Stewards have filed approximately 1900 grievance on behalf of our members! This is 200 more than were filed in 2022. Stewards are the backbone of this union and I appreciate all of the hard work they put in 2023.

All in all, it was a productive and prosperous year for APWU represented employees. I am sure the year ahead will pose some challenges as usual, but am confident the Stewards and Officers of the Local are up to the challenge and will defend our membership to their best ability.

Solidarity

Dave Cook

President



## RULES AND REGULATIONS—KNOW YOUR RIGHTS

Management seems to be going through the rules and regulations.

If management wants to discipline you for anything. The 1st thing you ask for is a Union Steward. Be aware of the questions they are asking you. They should tell you why or the charge of why you are having a day-in-court for being disciplined

so you can defend yourself!!! Because, if you don't they have leading questions to it. So, again be careful how you are answering them. They like to use the word-ing "are you aware of", conduct, following instructions by your supervisor/manager, etc. Also, if its an official discussion you have the right to talk to a steward before

and after you private discussion with management.

**ASK FOR A STEWARD!!!**

Kim Richardson

Steward

## HELLO BROTHERS AND SISTERS

Finally, Peak Season is over! Happy New Year! I hope you all worked safely if you worked the holidays and I hope you all had a beautiful time with your loved ones.

Well, it's a new year and packages and mail volume will be slowing down. Overtime might be ending for now but if you get overtime, please keep us posted if you get bypassed. However, overtime is not a guarantee. If management needs the overtime, they will call it and it should be at reasonable time to let you know.

Management is really cracking down on employees that leave the floor to go warmup their cars. Please make sure you get the okay from your supervisor to leave the workroom floor. However if you are on a late last 15 minute break, then that's your time

and use it wisely.

Lastly, we are seven months away from our 1st annual picnic. Please update your information with the Union office so that we can send out the invites to our 1st annual picnic. Other than that I'm looking forward to seeing all your beautiful faces and your families at the Picnic!

Dana Fitzpatrick

Trustee Chairperson

## General Membership Drawings November 2023

### Door Prize:

\$50.00 – Shelley Fleming

\$300— Befekadu Mengesha (not present)

\$300— Anh Nguyen (not present)

You must be present to win!

*It pays to attend your membership meetings!*

## 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 Jan meeting is Wed Jan 17th @ 11:00 AM . Hope everyone had a good Christmas and New Year . We plan on having Dickey's BBQ and our 2 - \$50 drawings . also . 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!

## Welcome New Members

Meseret Abebe

Netsanet Agegnehu

George Hocking

Matthew Lillico

Abdukahman Mohamed

Edward Monsteclaros

Maria Sims

Benjamin Sjodin

Sabrina Taylor

Eskdar Tesfaye

Minilik Tefaye



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

## THE NEW YEAR IS HERE 2024!

I'd have to say I thought this Peak season would have been a complete failure. For the first time ever, or at least since I can remember, we did not have a Christmas Annex, nor did they hire addition help. Management claimed they didn't need it due to the decreased mail volumes. Looks like we made it through without too

many problems.

At the plant, it's been continuous waves of discipline. Most seem to be unnecessary petty issues that just demoralize the employees. If you get disciplined always bring it to the Union as soon as you receive it. If Management issues it properly there may be nothing the Union can do, but most of the time they don't and the Union can remove or reduce it (Letter of warning and

suspensions stay on your record for 2 years).

Just a reminder, there are only 9 union meetings a year. If you haven't been to one or if it been years it may be a good idea to come to one to see how the Union runs. They are scheduled on the 4 th Tuesday of each Month except for July, Aug and Dec. Most of the meetings start at 6:15 p.m. but we do have 3 that start at 11:00 a.m., which includes the January meeting that is 11:00 am. Please check our website or Postmark for the times of the other meetings. The meetings usually take about an hour, all the officers are there and each one gives a report. The meetings are held at our Union office at 2261 Waters Drive, Mendota Heights, MN

55120. You can

also attend the meetings through zoom, just call our office at (651) 778-1637 and provide an email address. They will send you a link a couple days before the meeting Everyone is welcome, Postal Support Employees, Part Time Flexible's, and Full Time Regulars, the only requirement is you are a due paying member.

This is a really good place to get informed on what's going on with excessing, abolishment's, PSE and PTF conversions, contract updates and so on... If that's not enough we also serve food (usually pizza), beverages and have a couple drawings.

Jason Stevens

## MVS

Hello Brothers & Sisters....

With so many things going on in Motor Vehicle Services this will be a short and informative postmark. No rhyming or nickel and diming.. just kidding.

I met with Labor, and settled what I believe to be one of the best settlements in a long time.

Every two years or every year, anyone with a CDL has the chore of going to the clinic to get your D.O.T. exam. Those days are gone... We now have the choice of going to the clinic where you'll sign your Protected Health Information rights away, get your physical and Medical card and hope not to many marketing companies get your info **OR** you can go to the D.M.V. and grab a Self-Certification form and check box 2 which is Exempt Interstate. Checking this box means NO MEDICAL CARD IS NECESSARY because you are a Federal employee. You can still cross state lines and perform your job duties as normal...just without the headache of the Clinic woes. The exemption does not expire and the way to go back to Non-Exempt would be to go down and Re-Self Certify with a valid Medical Card. This is

a game changer for people with C-PAP machines or other health concerns and find it a pain in the ass to deal with when going for the dreaded D.O.T. exam.

For those of you who are thinking...Well, I'll just go to my own Doctor and get my health card through them...that's not going to work as the Doctors name on your Medical card must match the clinic you are sent to for your exam...Regardless, you now have choices , so after standing my ground for 6 months, the choice was made to follow the settlement and that is a huge victory.

We are just about finished verifying the runs for our yearly bid. We are going to be taking over a very large part of Justmans runs which is considered the DAS runs. It's between roughly 19,000 and 23,000 hours which is being turned into hopefully 8 to 11 runs and with fingers crossed 8 to 11 conversions. I will have more info in the next few days and once it's all been finalized I will post something in the bulletin board but we've been consistently fighting to get this work back since 2009 or earlier.

Other than that, it's the same old' crap happening day in and day out.

You may have noticed two pieces of paper hanging with the headline NOTICE printed in blue. This is the settlement from the NLRB regarding a person who had a serious issue with the Union. You will see a portion of the behavior exhibited by this person and there is much more that wasn't written into the settlement. Mailers will be sent to your homes which should hopefully explain in detail the problems caused and the great lengths people went through to separate problems from peace.

If you have any questions feel free to ask and hopefully we'll be able to answer what you want to know.

Hopefully everyone's Holiday and New Year were fantastic and may your new year be prosperous and filled with happiness and good health.

Refuse to Lose in 2024

In Solidarity,

Adam Godes  
MVS Craft Director

## Hello Maintenance

Well, we are starting a new year and I hope everyone was able to enjoy the holidays. With the new year coming upon us there are going to be some trying times with all of the political crud and the imminent changes that will affect us here at the Postal Service. HAPPY NEW YEAR!!!

### CUSTODIAL

We are working through the FY 2023 MS-47 Line H investigations for approximately 43 post offices within the 550; 551 areas, which is a daunting task that takes a crap load of man hours to work up whether or not an office was able to meet their 90% threshold. It is up to each and every custodian assigned to their facilities responsibility to document everything you are assigned to perform.

Management has issued directives that are hindering the Union's ability to account for identified work performed a daily basis. This is not my first time mentioning this in these articles. It is critical that each Laborer Custodian that is assigned to a Station, Branch or Associate Office (AO), to keep accurate daily notes to identify the work performed daily. The more accurate these notes are the better it is for your Union steward to calculate any possible violation and the number of hours owed for those offices not able to meet the 90% threshold. So far, I have

not received any notes or tracking from the majority of the Laborer Custodial assigned to Postal facilities within the 550 areas (AOs). Without receiving these notes or tracking of work performed, I can only rely on information received from Management when calculating any possible violation. For those Laborer Custodian employee assigned to an Associate Office (AO), that have not kept detailed notes and tracking of the work performed and provide it to the Union,

I am telling you that in some cases there will not be a violation filed. Fiscal Year 2023 was the 8th year of MS-47 TL-5 being implemented and yet Management has not complied the proper method of following the PS Form 4776's. Every year I write an article like this one reminding you to keep detailed notes of the work performed. Unfortunately, this is not happening when considering that I have received notes or tracking records for only a few custodians assigned to the Associate Offices. Without any statements, detailed notes, tracking records from the Laborer Custodian at these offices, most likely there will not be a violation to calculate. I will have to rely on information received from Management, and they are doing everything they can to claim that they met the 90% threshold even in offices where they did not.

On another note, for all Maintenance craft employees within the 550 & 551 areas, that consist the Saint Paul P&DC Installation, Twin Cities L&DC, Stations and Branches, to include the Associate Offices, if you need a Union steward, ask your Supervisor or Manager, for a union steward. Management should contact a union steward immediately in most cases with no more than a 2-hour delay. If you do request a Union Steward and Management fails to get you a Union steward within 2 hours, we will file a grievance for their failure to comply. The recurrent remedy is \$25 per violation.

I mention this to all of you because in the coming year there are going to be some changes, coming to the Postal Service. This is evident in all of the recent new articles written about the Postal Service and Luis DeJoy's 10-year plan. You all are our eyes and ears to what is happening in the smaller offices.

Without your help it is hard to enforce the contract and catch all violations.

We are looking for Tour 1 and Tour 3 Maintenance Craft Union Stewards, if you are interested let me know.

Jim Pierce

Maintenance craft Director

## Recent Grievance Settlements

The Union settled grievances for a total of \$87,878.00 for November and 88,500.08 for December.

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.

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

Retiree Dues for 2024 are due!

With death benefit— \$20.00

Just membership - \$14.00

Send to:

PO Box 21128

St. Paul, MN 55121

**General Membership Meeting**  
**Schedule**

**2024**

**January 23 11:00a.m.**

**February 27 6:15 p.m.**

**March 26 6:15 p.m.**

**April 23 6:15 p.m.**

**May 28 11:00 a.m.**

**June 25 6:15 p.m.**

**No meetings in July or August**

**Sept 24 6:15 p.m.**

**Oct 22 11:00 a.m.**

**November 26 6:15 p.m.**

**No meeting in Dec**

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



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***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**  
**January 23, 2024**  
**11:00 a.m.**

**Refreshments served**

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

**Retiree Meeting:**

**January 17**

**11:00 a.m.**

2261 Waters Dr, Mendota Heights

**Refreshments served!**

