

## 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:

As I stated last month on November 1st, the Postal Service held a meeting at the Arden Hills/Shoreview Community Center seeking community input on their plan to transfer Originating mail from the Mpls. P&DC to the St Paul P&DC. I attended this meeting in hopes of getting better insight into the Postal Services plan and how it may affect our members. I should have known better...all the Postal Service did was read their written business case regarding their Mail Processing Facility Review (MPFR) that they have previously published. They gave absolutely no new information. To take it a step further, they also made it clear they would not be allowing any questions from the crowd! What a joke it was. All they allowed was each person could make a 2-minute comment on what information they shared with us. The meeting lasted no more than 20 minutes.

Other than Postal Management there were approximately eight (8) people in the crowd, three (3) of which were Postal employees. A Minneapolis City Council member did stand up and voice his displeasure with the Postal Service as they failed to notify the City of Minneapolis of their plans entirely. He learned about the meeting from Senator Klobuchar's office. From what I could tell the Postal Service was merely having the meeting as it is a requirement and they really do not care what the community thinks. The public has 15 days to comment (November 16th) and can do so at <https://www.surveymonkey.com/r/mpfr-minneapolis-mn>

So, as it sits the Postal Service is still planning on transferring originating Minneapolis mail to the St Paul P&DC. The final decision will be made after November 16th. At the meeting originating mail was defined as mail coming in from addresses in the Minneapolis Zip codes for processing. This includes packages. You can read the entire USPS business case for this transferring of mail at:

<https://about.usps.com/what/strategic-plans/mpfr/documents/initial-findings-minneapolis-mn-10-25-23.rtf>

On October 24th, the St Paul Instillation had a meeting with Management regarding PEAK mail season. As previously stated there will NOT be a PEAK Annex this year. It was probably the least prepared I have seen management for a PEAK meeting. Local management plans on absorbing all PEAK mail into existing facilities locally. In the Plant management has not and does not intend on hiring any temporary staff (PSE) for PEAK. This will be the first time they have not hired PEAK season help since the P&DC opened in 2010! As such I believe there will be plenty of overtime for those wanting to work it. Hopefully their mail projections are accurate or this may be one crazy PEAK season.

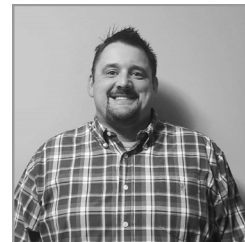
Customer Service came to the PEAK meeting with very little information. It seems the majority of their focus is currently on carrier staffing levels. It sounds like our big contract is with Target and we still will get some drop shipments of mail from Amazon. Other than trying to fill current vacancies it does not appear they are hiring any PSE's for PEAK either. As we all know PEAK was a disaster at numerous Stations and Branches last season. I fear this season may not be any better. I have reached out to the Postmaster for further information and will share what I find out at the GMM on November 28th.

Reminder we are raffling off ten (10) forty-dollar (\$40) Cub Foods gift cards at the GMM.

Solidarity,

Dave Cook

President



## HELLO BROTHERS AND SISTERS

We've made it to November! Thank you to all the Veterans that served our country. If no one tells you thank you, I'm telling you all thank you for all you've done for our safety and security.

We'll be having an audit November 3, 2023 so by the next GMM I'll be able to give you all some information on how things are being handled.

Peak season is coming up around the corner. Please let's keep our jobs secure by making the moves to the right operation when you have to start another program or move to a different area because

of short staffing. Also, keep supervisors from doing our jobs. They say there are helping out, but it really hurts us in the long run. Make sure you file those grievances.

Lastly, the Annual Picnic!

Still in the making brothers and sisters... We'll be getting the Pavillion reserved hopefully this November. If you have any suggestions on what you'd like to have at the picnic, please write it down and bring/send it to me at the union office in the plant.

I'm so excited about this and to be able to meet you all and your families!

Dana Fitzpatrick

Trustee Chair



**Open Season! Open season for health benefits will run from November 13 - December 11.**

Be sure to check out all your options this open season, as most plans have had increases.

The APWU high option is changing provider networks. Be sure to check if your doctors are in network at [apwuhp.com](http://apwuhp.com). The APWU plan is holding virtual open season information sessions

2023 virtual seminars on the APWU options take place on Tuesdays:

Tuesday, Nov 7, noon – 2 pm ET

Tuesday, Nov 14, noon– 2pm ET

Tuesday, Nov 21, noon – 2pm

Tuesday, Nov 28, noon – 2pm

Tuesday, Dec 5, noon – 2pm

You can register for the online seminars at [apwuhp.com](http://apwuhp.com)

If you want to compare plans, OPM, gov has all the information on their website.

There will also be an in-person health fair at the Eagan Plant on 11/21 7-10 am and 530-730 pm.

**Officers:**

**President Bill Catlin**

**Vice President Ray Moore**

**Secretary Pete Madland**

**Treasurer Dan Blee**

**Trustee Larry Kramlinger**

Our meeting is Wednesday Nov 15th @ 11:00 AM. For this year coming - pick or keep - what plan you like.

Health plans for the PO don't change to the new system until next year (benefit year 2025) The Post Office will put out their plans they're using for open season next year.

Ray and I will keep an eye on the progress.

Also, if you don't have Medicare Part B, you can sign up - with NO penalty - starting April 1st and it goes for 6 months.

Besides the 2-\$50 drawings at the November meeting, we will

have 10- \$25 "Turkeys" ( cub gift cards) drawn.

Since there is no Postmark in December our next meeting is Jan 17th 2024 @ 11:00 .

The lunch get together for December is the 20th at Great Moon Buffett in Maplewood at 11:30. If we don't see you at the November meeting - ALL have a good holiday .

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!



**Happy  
Thanksgiving**



***The Local has learned of the death of retired member Geraldine Lestina. Our deepest sympathies to her friends and family.***

## MVS Report

It's about that time to share information with you, the place we work, often considered a zoo. Management knows there's a contract we follow, but they violate every article, is it that hard to follow? Grievances are written and Management knows why, but denied by a person waiting, for 5 months to go bye. Management never listens when we give them advice...it's in one ear and out the other, and they pay the price. At Step 1, then off to Step 2, Labor signs the settlements and it's nice for all of us...yes that's true. Labor states "It shouldn't happen again", I won't hold my breath nor put down my pen. 140 grievances settled for the same violation, lots of money shared, throughout the whole operation.

Here are the issues being addressed in our operation, hopefully we'll get management's co-operation.

Our yearly bid probably will not begin until January. This depends on the information provided by Management about how they are going to incorporate the DAS Award work into our assignments. We'll probably meet on this topic before you read this. It will end up that we either decided to grieve from early November, or we liked what was offered and extended the time to start the bidding in January.

Overtime bypass is a constant issue ...

Signing Release of Personal Health Information Forms at D.O.T. Medical Card sites.... I have lost my driving privileges because I refused to sign the improper medical release forms. None of you should be signing that form to release all of your medical information to the USPS or its contractor. Hopefully, by putting my foot down and filing the 4th grievance, it will make it easier and less intrusive in your lives once and for all.

Trying to get a Full Time Driver Safety Instructor assigned to St. Paul.

Holiday Schedules constantly contain mistakes and are posted late.

Scanner Info not being entered. This grievance is going to Step 3

A removal that I feel confident, the employee will be returned, and ready to take care of business.

Management doing bargaining unit work (140+ settled grievances)

Drivers Run Schedules Removing the language "Changes can be made" again, this will be sent to Step 3

I settled an NLRB charge and it's in the process of being finalized. If you've worked here since 2022 you will be mailed a copy and it will be posted.

Well, that's what I have for the time being, it's pretty easy to see that not much has changed in MVS for failure to comply, heck all I want is to be able to sit down with management and figure out ways to get everything to run smooth and they won't even do that.....So it is what it is.

Happy Holidays to the craft,  
Fighting For You and Winning.....

In Solidarity,

Adam Godes  
MVS Craft Director

## Recent Grievance Settlements

The Union settled grievances for a total of \$56,405.47 for September, and \$61,777.85 133.00 for October.

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.

## Maintenance Report

Hello Maintenance,

Well, it is the end of the fiscal year so we will be very busy investigating and filing the FY 2023 MS-47 line H cases for the Saint Paul P&DC, Twin Cities L&DC, the 26 individual Stations and Branches within the 551 areas, to include the approximate 15 Associate offices.

We are investigating a total of 43 Post Offices in the areas we represent. This is the second year we will be filing individual grievances per office. Our investigations are going to be as thorough and strong as the information provided by the custodians assigned to these offices with their daily notes.

I have written and verbally told the custodians that they need to notate everything they do daily to keep clear records of the work performed daily. I stressed this because Management has done everything they possibly can to deter our investigations.

I had an impromptu meeting on October 25, 2023 with the Saint Paul Postmaster and the Stations Managers and it is very clear to me that these Managers are ignorant to what is required for the implementation of MS-47 cleaning requirements.

To be able to properly investigate each office this year it is imperative that we receive all of your personal daily notes and tracking of work you performed throughout the fiscal year at your office. Without your written notes or tracking of the daily work you actually performed will most likely determine if we are able to identify whether or not your office was able to meet the 90% threshold.

My attempts to offer training to Management on the proper implementation of MS-47 Agreement over the years has gone unanswered. If you took notes of the work you performed for the FY 2023 please provide your notes to the Union ASAP.

### IMPORTANT NOTICE

#### FY 2017 MS-47 LINE H PAYOUTS

Regarding the payouts for the Fiscal Year (FY) 2017 MS-47 Line H Pre-Arbitration Settlement where some employees received less money than they were supposed to receive.

I need all of the Laborer Custodial employees that worked as a custodian at the Stations & Branches and the Plant during the 2017 FY, to provide copies of their pay stubs that shows how much

grievance money you received since pay period 21-2023 going forward. By providing copies of your pay stubs allows me to forward this up to Step 3 to ensure you receive what you are due.

### IMPORTANT NOTICE

#### SNOW REMOVAL

With the winter weather coming soon, I need your help in identifying the lack of snow removal, at the Stations & Branches this 2023/2024 snow season. I need employee statements and copies of the PS Form 1767 Hazardous Condition Reports for every day that snow and ice are problematic at your offices. Please email your statements to [jpierce@stpaulapwu.org](mailto:jpierce@stpaulapwu.org), or you can fax your statement to

(651) 291-8886 or you can contact us at [grievance@stpaulapwu.org](mailto:grievance@stpaulapwu.org), or you can call us at (651) 224-2639

Jim Pierce

Maintenance Craft Director



## Greetings Brothers and Sisters

As this article will be in the last Postmark you receive for 2023 I would like to remind you of a couple things:

Penalty overtime EXCLUSION period for calendar year is PP 26 2023 - PP1 2024. Those dates of no penalty pay are December 2 2023 through December 29 2023.

APWU represented employees may carry over 520 hours of accumulated annual leave from leave year 2023 to leave year 2024. Any hours over that should be used before you lose it. Most annual is not approved to use in December as it is considered PEAK season. You can submit a 3971 for annual but you may not be approved.

If you have any questions please call the steward office and we may be able to help clarify (651-224-2639).

We did have the LDC (Airport) Safety and Health/Fire Inspection Quarter 1 FY2024 on October 23, 2023. We had the new Safety Specialist (Heather) from Minneapolis with us and it was nice to meet her. There were fewer items found during this inspection. A visible mold issue down in the Concourse area that is contained in one (1) room was pointed out to us as we walked by and the lights were on in that specific room.

Per the contract with MAC the Postal Service is responsible for repairing that area. An Urgent FSSP has been submitted for

the mold issue at the LDC so the proper funding and personnel perform the repairs. In all other inspections in the past, we did not have access to this room as it was not part of our inspection or territory. All items should be listed and published on a bulletin board at the LDC.

Have a safe Holiday Season with your family and friends,

Shelley R. Fleming

Steward/Secretary/Safety Representative

## General Membership Drawings

### Door Prize:

\$50.00 – Kristopher Halbmaier

\$300—Daniel Zelekeho

\$300—Tegegn Tarekegn

*It pays to attend your  
membership meetings!*

## Welcome New Members

Fealem Eticha

Gustavo Hurtado-Garcia

Simonne Gouin

Abdisa Lemu

Menbere Tasseh

## Clerk Craft Director's Report

Greetings Sisters and Brothers, reminder form 3971 must be filled out and given to management when requesting leave.

Remember to fill out your 3971 completely to include the leave type you are requesting. This includes choice vacation: which is your annual leave, FMLA: which is protected leave. You must fill out completely and turn in a 3971 whether you are approved for FMLA or not.

Still fill out the 3971 for the type of FMLA leave you want to include any of the following LWOP, Sick leave, or even a

combination of leave for that protected FMLA absence.

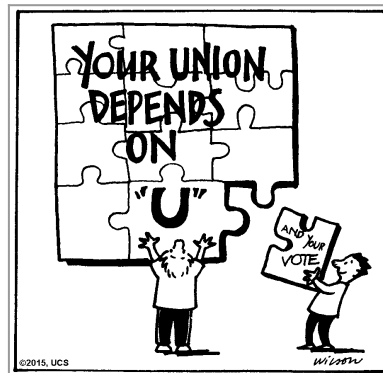
If you are leaving the country for an extended period of time, including for a family emergency. You still have to fill out 3971's for the entire time you are gone. This needs to be done so you get paid properly for the type of leave you are requesting while you are absent.

Always keep copies of your 3971's that you turn into management so you have proof of the type of leave you requested.

The 3971 you turn in is your record for the leave you want, not what leave management feels like they want to put you in for.

Noah Beraki

Clerk Craft Director



## Vice President's Report

Brothers and Sisters,

I want to Thank the Membership for sending me to the All Craft Conference. I got to sit in with MVS and learn different things that are going on in that craft. I went to a lot of classes like PTF's and AO (Small Offices), Retirement class, and then went to the General session for the clerk craft to hear what is happening at the National level.

As for our employees that take FMLA to go and take care of Family members out of the Country. First you need to talk to the Union so we can help you through this process because 99% per-

cent of the time something goes wrong. Before you leave you need to fill out a 3971 for each week you are gone. You need to take Annual or sick leave or Leave without (LWOP). We need to see that your FMLA is approved or not and if it is not can help with that. If you don't, discipline will be waiting for you. It is easier for the Union to help you on the front end of your trip instead of when you get back..

I met at step 2 on all the reversion cases and again management decided to send them up to step 3. The last time they did this it cost them 500,000 in out

of schedule pay. And they had to convert 109 PSE's to career. This cost the post office year one 8,000.000 Dollars. So management keeps making bad choices. PEAK is almost here so get good sleep, both OT employees PSE before we all have to work extra hours. Thanks, have a good Holiday

Bruce Gutzke

Vice President

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**

**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

**January 23, 2024**

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**

***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**  
**November 28 6:15 pm**  
**Refreshments served**

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

**Retiree Meeting:**

**November 15, 11:00 am**

2261 Waters Dr, Mendota Heights

**Refreshments served!**

**(first 2024 meeting 1/17 at 11:00)**

**Retiree Luncheon**

December 20th 11:30 a.m.

Meal at your own expense