

A Look in the Mirror

By Frederick Wolfmeyer, President

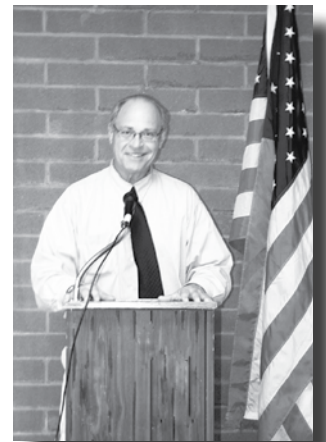
Sisters and brothers, welcome to 2017. So we have made another trip around the sun and are starting the new year. May we be thankful to God for all the blessings we have received in the past and ask that we are blessed again in the new year.

I have entitled my article "A Look in the Mirror," so that we all can reflect on the job we have done as human beings, union members, union stewards and union officers. None of us are perfect, thus our request of God to bless us in the new year and our thanks for the past year because without His help, we would not have been so blessed to see another year. The fact that we must ask for help shows that we ourselves know we are not perfect, but that we strive daily for perfection and success. The work that we do, the good we do for others, and the love and care we give to our families are all part of our quest for perfection and success. More than likely we will never achieve the level of perfection or success we want, but all the time and effort we put in on trying to achieve it is really the meat and potatoes of life. It all comes down to how perfection and success are measured. Some people measure them by the amount of money they make or the type of car they drive, the size house they have, or the title they have. Others measure perfection and success by ethics, honesty, loyalty, and rock solid character. When you come right down to it, money and material things will fade away, but being of strong character will build a reputation that, if nurtured, will last a lifetime.

I'm sorry if I sound like the three ghosts in Dickens' "A Christmas Carol," or George Bailey from "A Wonderful Life," but as a union officer and steward, reputation and character are very important. How

many of you have had an experience where you have felt that your steward or an officer disrespected you and seemed more interested in helping management than you? I have heard complaints like these from many of you and it is not right. The job of

a steward or officer is to help the members they represent. It is imperative that we stewards and officers keep that uppermost in our minds as we do our duties. We must demand of ourselves, that we perform every union duty we do as perfectly as we can. We cannot slough off and skip classes at a convention. We cannot procrastinate on grievances and become untimely. We cannot tell a member to come back another day, or to go see another steward when they ask us for help. These may sound like small, insignificant things, but in our business, they build our reputation and our success. What is important is that we do our best where our union and our members are concerned. Of course there are those difficult members who no matter what you do for them, it is not enough or it is not the right thing. This is true of officers as well. No matter what assistance or advice you give, you are wrong. People like these try to sow seeds of discontent by spreading rumors and falsehoods about you. They try to destroy your reputation with lies. This is unfortunate and cruel and oftentimes results in a good steward or officer resigning because they cannot take the ridicule. I have seen this happen to some good people and it is wrong. Emails, Facebook and other forms of social media are instantaneous forms of cruelty and untruths. Even if the lies are taken



back or proven untrue, the damage is done. Unfortunately, most of those who engage in this type of activity never have the backbone to take responsibility for their actions and good people get hurt.

Good stewards and officers will try their best to do the job they have chosen to do. They will educate themselves, by learning the contract and the constitution of the local union because in this way they can serve the members of their local union and do so with integrity. They will not make deals with management because they know full well that 'side deals' can only result in a loss of their integrity. When the contract states that it must be done a certain way, then best practice is to do it that way. If the local's constitution mandates that something should be done in a certain way, then again, follow the rules. Any steward or officer who follows the rules, whether it is the contract or the constitution, cannot go wrong. In January of 2015, during the change in the operational window, management asked for favors when it came to the posting of bids in the plant. The union told them no, so they then told our members that the process could go much easier if the union would only agree to do it another way – their way. Several members were upset, and asked us why we said no to management, and we told them we would follow the contract, but management did not want to follow the contract. Decisions like these are not popular or easy, but they are right. As it turned out, by following the contract, the bids were done correctly and eventually all was worked out the right way.

The same can be said about our constitution. This document is a valuable tool that we need to run the local union correctly and for the benefit of our members. So, if for example a steward or officer wants to go into management, it is laid out what they must do. I bring

this up because recently one of our stewards decided to go into management. I have no problem with this at all, as long as it is done honestly and openly. The constitution clearly states that if a union official applies for a management, supervisory, or EAS position, they must either withdraw their application or quit being a steward or officer. This is a very simple choice. This choice is one where you cannot hold onto your union position to see whether or not you will get the management position, but forces you to make a decision and to be honest. Well this steward could not do this. They applied in October and continued to function as a union steward all the while knowing that they should resign. They were successful in obtaining the management position in December and only then did they reveal what they had been doing, some two months after applying. I wish them success in their new job, but if they had been honest and ethical, they would have talked to me from the beginning. Now I must remind all stewards and officers that if you go into management or even apply for it, you must make a choice right then and there, otherwise you are cheating your union and your members.

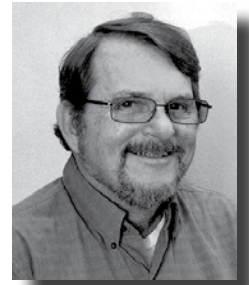
In closing, I would like to remind all officers and stewards to reflect on why they became a union official. Ask yourselves if you did it for you or for your members. Ask what you can give and not what you are going to get. If during your reflection you believe that you became an officer or steward to help people with no consideration of reward and want to do so with honesty and integrity, then you are the type of person we want. If, however, you are looking to find out what's in it for you, then stay away because you will be disappointed, but not nearly as much as the people you are supposed to represent.



**Have a Happy,
Healthy New Year
2017!**

From the Desk of the Executive Vice President

By Gene Hollenbeck



I hope that everyone had a merry Christmas and a happy New Year.

Letters went out to the unencumbered employees, offering them the residual vacancies. Once the letters come back, they will be assigned to the positions they have chosen. On the next bid cycle if there are any residual vacancies, the remaining unencumbered employees will be offered the positions. Once all of the unencumbered employees have been able to select a position, or have been drafted into a position, we will be able to start getting the PSEs converted.

For the newer career employees I would like to make sure that you understand the bidding process:

Article 12.3 Principles of Posting

A. To insure a more efficient and stable work force, an employee may be designated a successful bidder no more than five (5) times during the duration of this Agreement unless such bid:

1. Is to a job in a higher wage level;
2. Is to a duty assignment which does not require a deferment period or additional off-site training;
3. Is due to elimination of the employee's duty assignment; or
4. Enables an employee to become assigned to a station closer to the employee's place of residence.

B. Specific provisions for posting for each craft are contained in the craft posting provisions of this Agreement.

Article 37.3 Posting, Bidding, and Application

F. Results of Posting

1.a. Within 10 days after the posting (excluding December), the installation head shall post a notice listing the senior or successful bidder(s) and their seniority date(s). The senior qualified bidder meeting the qualification standards for the position shall be designated the "successful bidder." If a deferment period is required, the employee will be designated the "senior bidder."

b. An employee will be limited to five senior unsuccessful bids during the duration of this Agreement

c. A senior unsuccessful bid is one on which the employee is designated the senior bidder and, due to withdrawal, failure to qualify, or other voluntary relinquishment of the employee's rights to the duty assignment, does not become the successful bidder. If an employee exercises an option to withdraw in order to accept a duty assignment on which the employee remains a live bidder, such withdrawal does not constitute a senior unsuccessful bid.

d. An employee who has used

five senior

unsuccessful bids for any reason during the duration of this agreement will not be permitted further bids unless such bid:

- (1) is to a duty assignment for which the employee is currently qualified;
- (2) is due to elimination or reposting of the employee's duty assignment; or
- (3) is required in order to retain saved grade.

Article 37.3.F.8.a

When an employee is designated as successful bidder and remains a live bidder on other bids, the employee shall notify management in writing within ten days of his/her election to remain a bidder on one or more of those assignments. The notice shall identify the assignment(s) by job and posting number. Failure to notify within ten days will cancel such other bids.

Your live bidder requests should be sent to Dale Lehnerr at the St. Louis P&DC.

If you have questions about bids, please contact me at the Union Hall.

My hope for you is a healthy and prosperous 2017. Happy new year to you and your family.


Editor's
By Shelia Patton-Harris
Corner


Postal High

There are no marching bands. You won't need a tux for the prom. We have no homecoming, no football team or pep rallies. Listen up folks, this is not high school. This is your job. Certain actions will simply not be tolerated. No matter how right you think you are, no matter how wrong you think the instruction given to you by a supervisor, you cannot argue with the supervisor on the workroom floor. Standing toe to toe on the floor screaming at the supervisor will accomplish absolutely nothing except getting you put off the clock and fired. Fighting, verbal or hands on is also a big no-no.

We all know that most of the supervisors have no professional training. Their behavior would not be tolerated at any private company. Supervisory personnel at IBM would be sent packing if they began screaming at another employee in the middle of an office in front of the employee's coworkers. Unfortunately, we don't work at IBM. Supervisor's behavior at the post office is far from professional. That being said, you still have to follow their instructions. If you disagree, follow the instructions then ask for a steward. The steward is there to fight for you and to police the contract. You can be walked out of the building and even fired for insubordination. Don't risk your postal career to prove a point.

I have seen it too many times. Maybe one of the parties is having a bad day. Maybe it's the tone of voice or the rolling of an eye. The supervi-

sor asks an employee to load the ledge. The employee replies in a hostile manner but continues to work. The supervisor doesn't like the employee's response and snaps. This turns into a heated argument. Other employees turn around to see what the commotion is all about. The supervisor orders the clerk into the office for a PDI. The clerk is issued discipline. All of this could have been avoided. If you think there is something wrong with the supervisor's instruction, follow it and then get a steward. By all means don't argue with the supervisor. Let the steward talk for you.

People tell me all the time that they don't get in trouble so they don't need the union. In a lot of cases the employee is not at fault but suddenly you are facing discipline. You may never talk to anyone, you come to work every day on time so you think you have nothing to worry about. But one day some mail gets left on the machine where you work. Instead of doing a proper investigation, the supervisor issues discipline to everyone on the machine, including you. You call for a steward to settle the discipline. Your settlement is three months. You think that everything is cool. You can stay out of trouble for three months. You continue to come to work, but now you are having family problems. Your attendance suffers and you get discipline for failure to maintain a regular work schedule. Being a PSE, management issues you a notice of removal. You have gone from being a person that didn't need the union, a person

who thought the union was unnecessary to a person who is depending on the union to get your job back.

Life is not predictable. Things change, situations change and events happen that you have no control over. Just because things are good right now, everything could change in the blink of an eye. I don't know how many of you can afford to be put off the clock indefinitely, but I sure can't?

For you newer employees, you can't win if it's you against a supervisor or management. Whenever things start to get heated or you feel like you are losing control, ask for a steward.

Nominations for Delegates

to the
Missouri Postal Workers Union
2017 State Convention
will be held
at the February 11, 2017
General Membership Meeting

Delegate Election

will be
Sunday, March 19, 2017
at the Union Hall
1705 S. Broadway
from
6 a.m. to 6 p.m.

Associate Office Report

By *Becky Livingston, Associate Office Director*



I hope everyone had a wonderful Christmas and a very happy New Year! I would like to thank everyone for all of the hard work you gave to the United States Postal Service in 2016. I know sometimes a thank you for a job well done would go a long way. Saying we receive a paycheck and that is thanks enough doesn't feel the same as a personal thank you.

I am going to use this article as a reflection of what went on in 2016 and, hopefully, these experiences can help someone else for years to come. During my office visits I have seen folks I didn't recognize performing bargaining unit work. In questioning them and the supervisors I have found out that when a carrier has an on-the-job injury they are being given clerk duties to make sure they receive an eight-hour workday. This is not acceptable. When was the last time a clerk was injured on the job and was given carrier duties to make sure they received a full day's pay? **Never!** Clerks are sent home due to no work available. There is a long list of carrier duties that have to be completed before it is acceptable for a carrier to perform our work. Supervisors are not fulfilling their obligation of how injured employees are treated in either craft, but carriers are not our concern. We are trying to secure clerk work for APWU represented employees. Please notify me when a carrier is given clerk work because of an on-the-job injury.

PSEs and overtime were also a big issue over the last year. Prior to utilizing a **PSE** in excess of eight work hours in a service day, qualified and available full-time employees on the appropriate Overtime Desired List should be selected to work in order of their seniority on a rotating basis. This is contractual and there are no exceptions. What sometimes is confusing is that this only applies to over eight hours in a day, not 40 hours in a week. A PSE could work

56 hours in a week and if they did not go over eight hours in a day there would not be a contractual violation. There is also a lot of confusion regarding a 12-hour day. For example, if you start at 4:30 a.m. your workday should be completed by 4:30 p.m. There are days that you may be required to work outside the 12 hours, but you would then be eligible for an additional 50 percent premium for this violation. Remember this 12-hour day includes splits, lunches and breaks. It doesn't mean the total number of hours you work. If you have questions or this is happening in your office please give me a call or request a steward.

Every year I remind everyone that signed **3971s** are very important. Please keep all of your signed **3971s** in a secure place and readily available. Once again we had issues that concerned annual leave, but even more importantly there were issues with folks being given AWOL because they didn't come to work when a 3971 was given to the supervisor several days, even weeks, ahead and you thought they knew you were not going to be there. Please make sure the schedule reflects your absence. Supervisors are sometimes not very organized and having a signed and approved 3971 is all I can use to have your attendance records corrected. This is your job, please make sure you have all of your documentation in order.

Attendance related discipline was issued in high numbers this year and I don't expect that policy to change any time soon. It is critical that you come to work on time and when you are going to be late, even for just a few minutes, please take time to call. Those few minutes you are late and don't call causes your fellow co-workers to have to scramble to cover you. This becomes a huge problem. If they know you are coming then at least they know help is on the way.

FMLA is also a tool that a lot of folks are not using to protect their jobs. FMLA

was created to protect your job when you or a family member has a critical health condition. Please utilize FMLA to cover your absences. It is an easy process to get the FMLA coverage you need. If you ever have any questions, please give me a call.

Now finally, over the last few years I have been pretty open about how I feel about folks who don't feel like they want to be a part of the union by joining and paying dues. These same folks want to make sure they are given all of the same information and have all of the same access to the union without paying their fair share. They may have the same benefits and hourly wages that a dues-paying member has, but there is a huge problem if they think that they can call 24/7 or text me daily with their issues. These folks do not pay for the union phones. Non-members are required to request a steward with their supervisor and I get to them after I have made sure I have answered all questions and covered issues for my members. Of course, if discipline is the issue I make sure I file for them within 14 days. Supervisors would need to tell me the reason for the request for a steward and most of the time this is exactly what they don't want. The non-members do not want to let management know they have an issue. This would be something they need to work out. Being a member has to mean something. Knowing you can reach your union when you need them is something I think is very important. Management knowing that the union is there when you need them is also very important.

I would like to thank everyone who came to the holiday associate office meeting. Please watch for information in the spring for our next meeting. In the meantime if you ever need any questions answered, please don't hesitate to call. Have a great new year!

Town Talk

By Jeff Cooper, Craft Director



Dear brothers and sisters, we have entered a new year and we are facing some different challenges. One thing for certain is we have to form a stronger bond to combat some of these upcoming issues. For example, when I entered the post office there were three supervisors per tour. For the most part every employee was treated with respect. The current management structure is one manager, five supervisors and an influx of 204B's. The problem that has occurred over the years is that some of the 204B's have given some of the newer employees extra attention in an attempt to intimidate, being forced to clock early, not wanting to pay for swings, and unwarranted harassment. At the town hall meetings the manager has constantly stated that all employees should be treated equally, yet the problem still exists.

The peak season 2015 and 2016 was contracted out by management without properly notifying the union. For some reasons some of the drivers enjoy talking to management about contractual issues versus talking to the union. Well, I tell you when those drivers talk with management about the contracting issues the management rebuttal is

that we don't have enough drivers. That's the same thing as saying that it's the union's fault that MVS doesn't have enough trailers. Article 3 of your contract clearly states that management is solely responsible to hire employees and if management decides to hire after the peak season 2015 and 2016 like they did in the last two years, it is not the union's fault.

I hope to see more drivers at the general membership this year. I have observed some troubling issues that are not just going to go away by themselves. Drivers need to be properly informed on what is going on with the union so we can combat these upcoming issues together. Those drivers who have not had an opportunity to come to a general membership as of yet, I need for you to plan on attending. Tell your significant other or whomever; "I will be attending a meeting with the union to get properly informed on what is going on with the union." If need be invite them to join you.

Until next time,
Stay courteous and be safe
In union solidarity

COME TO OUR SIDE OF THE FENCE

We started in 1928 as the credit union for postal workers. Today, we've opened our doors to everyone in our surrounding communities, but our roots remain. We can save you money on:

- Checking accounts with online banking, mobile banking, mobile deposit and more¹
- Auto loans with low rates and no payments for 90 days² (even on refinances!)
- Home equity loans with low rates and no closing costs³
- Mortgage loans with competitive rates
- Savings, CDs, money markets and IRAs
- Club accounts for youth, teens and seniors
- And more!

Start saving money and open your accounts and loans online today!



Federally
Insured By
NCUA



Additional coverage up to
\$250,000 provided by
Excess Share Insurance
Corporation, a licensed
insurance company.

314-892-5400

NeighborsCU.org

Downtown • Fenton • Florissant • Hazelwood
Jennings • South County • St. Peters

neighbors
CREDIT UNION
Where the grass is greener

¹Message and data rates may apply from your wireless carrier. ²Interest will continue to accrue during deferral period. ³If loan is paid off and closed within 24 months from opening of loan, member must reimburse the credit union for fees paid.

Membership eligibility required on all offers. Restrictions apply on all offers. See Neighbors Credit Union for complete details on all offers.

Our History *By Shelia Patton-Harris*

Often, we forget the lessons taught to us by the past. February is Black History Month and we must examine the past and learn from it. The black labor movement has always remained in the shadows of the civil rights and black power movements. The black labor movement played an important role in both struggles and ensuring better livelihoods for blacks. What we so lightly disregard in present day was hard fought for with many lives lost.

Black workers consistently met with resistance from both employers and existing white unions. Black workers who attempted to organize themselves for a better livelihood faced not only loss of employment and being blacklisted, but also faced being victims to violent actions by the police, militia, and vigilante groups.

Most people can only imagine the adversities black workers faced. Black workers formed their own unions to

protect their members from mob violence. The blacks were perceived as a threat to white men's jobs and were often publicly attacked.

After the collapse of Reconstruction, black farmers, sharecroppers and laborers organized their communities to combat the rising tide of Jim Crow laws. During this period of history, you could be lynched or killed simply for standing up for your rights.

Many of you reading this article have no real concept of the accomplishments of leaders like Dr. Martin Luther King Jr. You know we celebrate his birthday, but you might not know the significance of his legacy. Take the time to read about the march on Washington, the bus boycotts, the garbage man strikes and many other non-violent actions he used to change the racial history of this country.

Even today we see how racial hatred still poisons this country. Black men and women are killed by trigger-happy police who fear for their lives

when blacks are part of the equation. Parishioners in a house of worship are slaughtered by a misguided youth with a confederate flag.

Whatever you do, don't take the freedoms we enjoy for granted. Things that you hold dear — your land, our freedom, your family — can still be taken from you. In Nazi Germany, the first thing Hitler destroyed was the trade unions. He understood the power of unity. The Japanese were forced into internment camps simply because they were Japanese. Native Americans were sent to reservations. Even today, proposals are being put forth to bar people because of their religious beliefs.

We must become keenly aware of how the system can attack and attempt to destroy the labor movement. Help to keep our union strong and remember how far we have come. The only thing that stands between management and their ridiculous policies is the union.



Martin Luther King, Jr.

**He was a hero,
a leader,
a speaker,
a man of great
courage,
and wise.
A coach
and believer,
peacemaker and
preacher,
and equal were all
in his eyes.**



Members at the Martin Luther King Jr. parade on January 16, 2017.

**CONSTITUTION AND BY-LAWS OF THE ST. LOUIS GATEWAY DISTRICT
AREA LOCAL AMERICAN POSTAL WORKERS UNION
AFL-CIO
AS AMENDED June 2016**

THE ST. LOUIS MISSOURI LOCAL OF THE AMERICAN POSTAL WORKERS UNION, AFL-CIO, was organized in November 1971 by merger of the following crafts:

Local 8 of the United Federation of Postal Clerks

Local 16 of the National Federation of Post Office Motor Vehicle Employees

Local 55 of the National Association of Special Delivery Messengers

Local 37 of the National Association of Post Office and General Services Maintenance Employees all affiliated with the AFLO-CIO.

In December, 1977, the Local received a new charter as an Area Local under the title ST. LOUIS GATEWAY AREA LOCAL APWU. Since that time the Local has acquired a new Craft with the merger of the St. Louis Postal Data Center, Local 7025, APWU, and continues to grow through mergers with other locals.

On June 7, 1992, a merger was completed between the Hazelwood Missouri Area Local and the St. Louis Gateway Area Local to form the ST. LOUIS GATEWAY DISTRICT AREA LOCAL.

**ARTICLE 1
The Local**

SECTION 1. NAME

The name of this organization shall be the ST. LOUIS GATEWAY DISTRICT AREA LOCAL of the American Postal Workers Union, AFL-CIO: hereinafter referred to as the Local.

SECTION 2. JURISDICTION

ST. LOUIS GATEWAY DISTRICT AREA LOCAL, APWU, claims jurisdiction over all public and private postal and mail handling operations including, but not limited to, sorting machines (first, second, and third class, parcel post, sack, etc.) all areas and levels of postal maintenance, motor vehicle service and maintenance, all mobile transport services and special delivery of mail, and all

technical advancement in the area of mail processing.

ST. LOUIS GATEWAY DISTRICT AREA LOCAL, APWU, also claims jurisdiction in all areas of public and private personnel, accounting technicians, mailbag depositories and supply centers at all non-supervisory levels and grades of public and private Postal Services which are directly or indirectly involved in mail handling and Support Services in the St. Louis Metropolitan area.

**ARTICLE 2
Objectives**

SECTION 1.

It shall be the objective of the Local to secure through collective bargaining and legislative effort, a better standard of living and working conditions for the members of the Local.

SECTION 2.

The Local affirms its belief in a single industrial union of all postal workers in non-supervisory levels. The Local will make every effort to bring into being a single industrial union of all postal workers by mergers with other postal unions and by continuing intensive, all-out organizing campaigns reflecting the American Postal Workers Union philosophy.

SECTION 3.

The Local will vigorously oppose any labor unions outside of the Postal Service moving into the Postal Service field.

SECTION 4.

The Local will continue:

- A. To organize the unorganized.
- B. To unite within one organization, regardless of sex, race, age, creed, color, religion, sexual orientation, political affiliation, or nationality, all employees under the jurisdiction of the Local.
- C. To educate our membership in the history of the Labor Movement and to develop an intelligent and dignified membership; to work and vote for the election of political candidates who

favor the passage of legislation to improve the welfare and interest of all Labor; to work for the repeal of all laws which are unjust to Labor's movements, goals, and welfare.

- D. To support and engage in legislative, political, civic, educational, welfare, and other activities which further, directly or indirectly, the joint interest of the membership of this union and the improvement of the general economic and social conditions in the United States of America.

SECTION 5.

The Local will work as an autonomous local union with the American Federation of Labor Congress of Industrial Organizations, together with other national, state, and local union councils for the solidification of the entire Labor movement.

**ARTICLE 3
Membership**

SECTION 1.

Any bargaining unit employee, regardless of level or grade, within the jurisdiction claim of this Local is eligible for membership. Those accepted for membership shall pay full per capita tax plus dues and assessments levied by the Local and/or National Office, APWU.

SECTION 2.

No person eligible under the above provision shall be denied membership because of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age, or religion.

SECTION 3.

The executive Board of this Local, with the approval of those in attendance at a General Membership Meeting, shall have the power to confer honorary memberships.

SECTION 4.

Members of the Local who retire from the Postal Service may maintain full membership with all rights of such membership by continuing to pay full per capita taxes, plus

dues and assessments levied by the Local and National APWU.

ARTICLE 4

Dues, Fees and Assessments

SECTION 1.

A. All applications for membership shall be made on PS Form 1187, and dues shall be paid by payroll deduction. Members who are not subject to payroll deduction shall pay their local dues in full (annually) by January 31 or pay semi-annually (half by January 31 and the other half by June 30) in order to remain a member in good standing. In the general officer election year, members who are not subject to payroll deduction shall pay their annual local dues in full by January 31 to be eligible to run for office and / or vote in the election. The national office will send members separate bills for national dues.

The dues of the local shall be \$12.56 per month plus per capita taxes and assessments levied on the local by those organizations which the local is affiliated. The local dues shall increase in accordance with the provisions of Article XVI Section 2, of the National Constitution and Bylaws of the American Postal Workers Union.

- B. All members shall be required to pay any additional assessments, dues increase, or per capita tax increase levied by the Local and/or National Office, APWU.
- C. A member will not be considered in good standing if that member is delinquent in dues payments. A member's good standing status shall not be affected by reason of the fact that his/her paycheck for the payroll period in which his/her dues deduction are made is insufficient to permit such dues deductions, by reason of illness, injury, pregnancy leave, lay-off, disciplinary suspension, lockout or strike. Any member, whose dues are delinquent three (3) months, shall be dropped from the rolls of the Local after 30 days written notification of delinquency and amount due. Proper notices will be sent by the Secretary-Treasurer to the National Office, APWU Health Plan Director, APWU and Editor-In-Chief of the Press On of the Local for the removal of his/her name from their rolls.

SECTION 2.

No general or special assessment shall be levied upon the membership except: (A) in the case of a local organization, (I) by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, after reasonable notice of the intention to vote upon such question, or (ii) by majority vote of the members in good standing voting in a membership referendum conducted in secret ballot.

ARTICLE 5

Representation

SECTION 1.

The Local shall be represented in the State and National American Postal Workers Union Conventions.

SECTION 2.

Members of the Executive Board by virtue of their position shall be elected delegates to all national and state conventions.

- A. The President (Chairperson) of the APWU Retirees will be a delegate to the State and National Conventions.

SECTION 3. ELECTIVE DELEGATES

Each Craft shall be entitled to representation in State and National APWU Conventions to which the Local sends delegates on the basis of one (1) elective delegate for each two hundred (200) members or fraction thereof. The craft count will be based upon the Membership list two weeks before the nominating meeting. Each craft of the Local shall be entitled to at least one (1) elective delegate.

- A. Associate Office members shall be entitled to elect delegates to the State and National APWU Convention on the basis of one (1) elective delegate for each two hundred (200) members or fraction thereof.

SECTION 4. DELEGATE ELECTIONS

- A. The nominating meeting for convention delegates will be held in February of the convention year. Election of delegates to the State and National Convention shall be by secret ballot on the third Sunday in March at the union hall from 6 A.M. to 6 P.M. All delegates shall be elected by the members present and voting in their respective crafts. The Election Committee shall be in charge

of the election. For special conventions, delegates shall be elected by a majority vote of the members present and voting in a General Membership Meeting.

- B. Those seeking to be delegates to the APWU National Convention must attend at least six (6) scheduled general membership meetings in the **calendar** year preceding the **delegate** election **year**. Members will be given credit for attending general membership meetings when the meetings are proven in conflict with travel or attendance related to active military duty, reserve military duty or required Postal training.

SECTION 5.

- A. The Local will pay for room, transportation and the GSA Accountable Plan per day for meals for State and National Conventions. The Local has the option to provide transportation (airfare or actual gas expense).
- B. When the Local sends members to an out of town seminar or other functions, the allowances so stated above may be modified and/or reduced, but only upon approval of the Executive Board or General Membership. In no case shall allowances be approved that would exceed the allowances so stated above. In accordance with this, the Local may provide transportation to such functions.
- C. When the Local hosts a National or State convention when the delegates from the local are serving in an administrative capacity, or the local sends delegates to a National or State convention within the local commuting area (50 mile radius) the per diem shall be twenty-five (\$25) per day for elected delegates, unless modified and/or reduced upon approval of the Local Executive Board or General Membership.

ARTICLE 6

Officers, Nominations, and Elections

SECTION 1.

The officers of the Local shall be elected by secret ballot and shall consist of the President, Executive Vice President, Secretary-Treasurer, Director of Industrial Relations, Editor-In-Chief, Director of Research & Education, Sergeant-At-Arms, Clerk Craft Director and Clerk Assistants A&B, Maintenance Craft Director and

Maintenance Assistants A&B, Motor Vehicle Craft Director and Motor Vehicle Assistants A&B, Support Services Craft Director and Assistant, and Associate Office Director.

The nominating meeting will be held every three (3) years from the month of merger (June).

SECTION 2. ELIGIBILITY FOR OFFICE

- A. Eligibility for general office shall be determined by the following:
1. A candidate shall be a member in good standing.
 2. He/She shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated.
- B. Eligibility for Craft Office shall be determined by the following:
1. A candidate shall be a member in good standing.
 2. He/She shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated. He/She shall be elected only by the votes of members of the craft.
- C. Eligibility for A.O. Director shall be determined by the following:
1. A candidate shall be a member in good standing.
 2. He/she shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated. He/She must work in, or have retired from one of the Area Offices. He/She shall be elected only by votes of members from the Associate Offices.
- D. No member shall be a candidate for more than one (1) elective position of the Local. Upon nomination each candidate must certify that they are not in violation of the prohibitions set forth in Article VIII, Section 4. Candidates who are in violation of Article VIII, Section 4 are not eligible to be elected or appointed as an officer of the Local.

SECTION 3. ELECTION COMMITTEE

- A. The Director of each Craft of the Local shall present to the members present at the General Membership meeting one (1) month prior to the nominating meeting,

the names of two members of his/her Craft who have been designated to be members of the Election Committee. If there is not a quorum at that General Membership meeting then the Director of each craft shall present the names of two (2) members of his/her craft designated to be members of the Election Committee to the members present at the nominating meeting. The Election Committee shall receive appropriate payment for time spent on the election committee. No member of the Election Committee shall be a candidate for elective office or delegate of the Local for any election for which they are supervising. Any member who voluntarily, after August 31, 1984, holds, accepts or applies for any managerial or supervisory position, EAS position or the PASS Program or any other supervisory program, for any period of time, whether one (1) day or a fraction thereof, either detailed, acting, probationary or permanently after being elected or appointed to any office, shall immediately vacate any office held by that member in the national, local, area local, district council, state or regional organization, any department of the APWU, the Postal Press Association, or any subordinate body of the APWU which receives financial support or uses the name of the American Postal Workers Union.

- B. Only designated members of the Election Committee shall be nominees for chairmanship of the Election Committee. The General Membership shall elect the chairman of the Election Committee by secret ballot at the nominating meeting.

SECTION 4.

The Election Committee shall assume full control of the election and have all ballots printed by a Union printer. One ballot shall be for General Offices; the second ballot shall be for Craft Officers. Ballots will be mailed to all members in good standing as of May 31st of the election year.

- A. The official ballot shall have the following:
1. All ballots shall be headed:
OFFICIAL BALLOT
ST. LOUIS GATEWAY DISTRICT
AREA LOCAL, AMERICAN
POSTAL WORKERS UNION,
AFL-CIO.
 2. The general ballot shall contain the

names of all candidates for general offices; the Craft ballot shall contain the names of all candidates for craft offices.

3. The general ballot shall be white; the Craft ballots and Area ballots shall be a different color for each.
 4. All ballots show the date on which balloting will be concluded.
 5. Specific and definitive instructions shall be printed on all ballots for the purpose of completing and submitting said ballots.
 6. The names of the incumbent candidates shall be placed first on all ballots all other candidates shall be listed in alphabetical order.
- B. The official ballot envelope shall be as follows:
1. There shall be one (1) mailing envelope for each member. It shall contain one (1) return envelope, one (1) blank envelope marked "BALLOT" and two (2) ballots.
 2. The mailing envelope shall bear the election lockbox as the return address. "Ballot Enclosed" shall be printed in bold letters in the lower left hand corner.
 3. The return envelope shall bear the election lockbox as the mailing address.
 4. Space will be provided for member's signature and it shall also bear the member's mailing address label on the back.

SECTION 5. RESPONSIBILITY OF CHAIRMAN

The Chairman of the Election Committee shall rent a lockbox at the Main Post Office. The key to the lockbox shall remain in the custody of the Postmaster or his representative until called for by the Election Committee. Rental for the lockbox shall be paid by the Local. The chairman of the Election Committee shall call a meeting of the Committee not later than seven (7) days after the nominating meeting.

SECTION 6.

Not more than eight (8) days after the nominating meeting the Election Committee shall mail to the nominees, who are nominated for more than one position, and those nominated who are not present at the nominating meeting, a notification of their nominations by certified mail, requesting

each to designate and signify the office for which he/she desires to run. Each nominee shall send his/her reply by certified mail not later than June 21st to the election committee who shall arrange to have ballots printed by a known union printer. Unopposed candidates' names will not appear on the ballot. They shall be declared elected. On or before July 14th, the Election Committee shall send out the ballots to all members according to the local mailing list. The deadline for returning ballots to the Election Committee lockbox shall be twelve (12) noon, August 8. Any completed ballots received in the lockbox after twelve (12) noon, August 8 shall not be valid nor shall they be counted. The Election Committee will count the ballots immediately after they are picked up from the lockbox. After the election committee officially notifies the membership of the final count, there will be a two-week transition period. Newly elected officers of the local shall be sworn in as soon as possible after the transition period.

**ARTICLE 7
Duties of Officers**

SECTION 1.

- A. All officers of the Local shall strive to organize their time in such a manner so as to perform their duties without extra remunerations.
- B. The officers of the Local shall perform, in addition to the specific duties of their respective offices, such other duties as the President may assign.
- C. The duties of the Executive Board offices may be separated or combined only upon recommendation by the President and approval of the Executive board.

SECTION 2.

Any officer of the Local who is required to be bonded shall require such a bond at the expense of the Local.

SECTION 3.

A. PRESIDENT. It shall be the duty of the President to preside at all General Membership Meetings, Executive Board Meetings, and special meetings of the Local; he/she shall appoint all committees not provided for herein. He/she shall fill all vacancies from any cause whatsoever, subject to the approval of the Executive board, until such vacancy is filled by regular election. He/she shall be an ex officio

member of all committees except the Election Committee. He/she shall be responsible for all work of the Local; and all officers of the Local shall work under his/her supervision. He/She shall countersign all checks, vouchers, and other documents made by the Local.

He/She shall have the authority to interpret the Constitution and his/her interpretation shall be conclusive unless reversed or amended by the Executive Board. He/She shall be a delegate to APWU national and state conventions by virtue of office and to other conventions, seminars and other union functions which concern the Local with the approval of the Executive Board. The President shall be a full-time officer. The President shall be authorized to pay LWOP, overtime, change schedules and assign make-up days in order to carry out the responsibility to see that all work of the Local is performed. It shall be the responsibility of the President to staff the Union office in which to conduct all Union business. The staffing will be done after concurrence with the Executive Board and approval of the members present and voting at a general membership Meeting. His/her salary shall be equal to the highest grade and step on the PS schedule, plus 10%. He/she shall be paid biweekly, not in advance. Additional expenses shall be paid only with the approval of the Executive Board.

B. EXECUTIVE VICE-PRESIDENT shall perform the duties of the President in his/her absence or inability to attend to the duties of his/her office. He/she shall be the Chairman of the grievance arbitration committee. He/she shall assist and direct the Craft Directors in the processing of all grievances at all levels. It shall be his/her responsibility to keep an active log on all grievances processed by this Local. He/she shall be a member of the Local Negotiating team and Board of Trustees. He/she shall countersign all checks and vouchers when the President or Secretary-Treasurer is unable to perform their duties. His/her salary shall be equal to the second highest grade and step on the PS schedule. (Effective August 7, 2013.)

C. SECRETARY-TREASURER. The Secretary-Treasurer shall keep accurate

accounts, using approved methods of accounting and bookkeeping, of all monies, dues, interest, assessments and taxes collected and disbursed by the Local; these records shall be available to recall and review. The Secretary-Treasurer shall secure and deposit all monies in a Charter Bank and/or St. Louis Postal Employees Credit Union to bear interest or dividends; and shall make all disbursements by check, draft or money order, and shall countersign all checks, pay all bills, refunds, expenses and allowances sanctioned by the Local. The Secretary-Treasurer shall release all books, records, and receipts to the Board of Trustees and/or public accounting firm as required by law, this Constitution, the President, or the Executive Board; shall submit, itemized written reports of financial transactions and account balances of the Local each month and quarterly statements of deposits and withdrawals of all accounts of the Local at the General Membership Meeting. In January of each year he/she shall release all financial records for audit by a public accounting firm selected by the Executive Board. In January of each year the Secretary-Treasurer shall be responsible for holding the Local to the dictates of the annual budget, and shall report any and all deviations to the Board of trustees. The Secretary-Treasurer shall be bonded and shall become a notary public at the expense of the Local. The Secretary-Treasurer shall keep a record of all dues and per capita taxes of the members. He/she shall submit an annual report of the dues and per capita taxes of cash paying members of the Local to the National Secretary-Treasurer and to the Local in February of each year. The Secretary-Treasurer shall make and keep a record of the minutes of the Executive Board and General Membership Meetings. He/she shall notify all members of the Executive Board of all Executive Board meetings. He/she shall be paid a salary equal to the second highest grade and Step P on the PS schedule. (Effective August 7, 2013.)

D. DIRECTOR OF INDUSTRIAL RELATIONS. He/she shall coordinate all labor management, safety and health grievance committee and step

2 grievance meetings. He/she shall be responsible for maintaining all grievance forms and for maintaining a log of all local arbitration cases. He/she shall maintain all records related to NLRB charges filed by the local and against the local. He/she shall be the local's representative in proceedings related to OWCP, EEO, and MSPB. He/she shall assist with all phases of the grievance arbitration procedures in all crafts. He/she will be a member of the local negotiation team for all crafts. He/she shall perform other duties as assigned by the President. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President.

E. **EDITOR-IN-CHIEF.** The Editor-In-Chief by virtue of this elected office, shall be the chairperson of the PRESS ON POLICY COMMITTEE. With the President he/she as the ex-officio member, only, with Executive Vice-President he/she, plus the other members of the crafts, so as to make the committee five (5) or seven (7) in number so as to prevent a tie, or deadlock in the voting power. AND that the Editor-In-Chief he/she shall be the only person in charge of the physical makeup, or paste-up of the publication PRESS ON. AND that the Editor-In-Chief or the President shall be the only authorized person that shall release the final galleys to the printer for publication. The Editor-In-Chief shall receive 10% of the advertising revenues of the PRESS ON. He/she shall receive lost time payment with the approval of the President.

F. **SERGEANT-AT-ARMS.** It shall be the duty of the Sergeant-At-Arms to assist the President in preserving order at General Membership and Executive Board Meetings, maintain the attendance record, perform count of voting decisions, perform other duties as may be assigned by the President and serve as Local Parliamentarian. He/she shall receive lost time payment with the approval of the President.

G. **DIRECTOR OF RESEARCH, EDUCATION.** He/she shall be responsible for the education and legislative programs of the Local. He/she shall conduct educational and legislative seminars on matters of interest to the National, State and

Local levels with concurrence of the Executive Board or by the action of the General Membership Meeting. He/she shall submit articles to the Local publication on educational and/or Legislative matters at not less than quarterly intervals. He/she shall be the keeper of the Local's library, and shall be responsible for maintaining it in a current status. He/she shall keep a current roster of all stewards by name, craft, tour and location. He/she shall submit to the President the names of all stewards who have successfully completed steward training. He/she shall receive lost time payment with the approval of the President.

H. **CRAFT DIRECTORS**

Clerk Craft Director
Maintenance Craft Director
Motor Vehicle Craft Director
Support Services Craft Director
Each Craft Director shall assume the timely and proper processing of grievances arising from his/her craft or area and such other matters that pertain to that craft or area. He/she shall receive monthly reports from stewards and chief stewards in his/her craft or area and submit items to the Labor/Management meetings based on these reports. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President. He/she shall conduct monthly craft meetings. He/she shall receive a monthly salary of:

Clerk Craft	\$150.00
Maintenance Craft	\$100.00
MVS Craft	\$100.00
Support Services Craft	\$100.00

I. **ASSOCIATE OFFICE DIRECTOR**

The Associate Office Director shall be elected by all dues paying members in the associate offices the local represents. It shall be the responsibility of the Associate Office Director to handle all problems and grievances of the associate offices with the assistance of the Craft Directors (if necessary). Any Associate Office stewards shall work under his / her direction. He / She shall be a member of the Associate Office Negotiating Team. He / She shall receive a salary of \$200.00 per month.

SECTION 4. EXECUTIVE BOARD

- A. The Executive Board shall consist of the President, Executive Vice-President, Secretary-Treasurer, Director of Industrial Relations, Editor-In-Chief, Sergeant-At-Arms, Director of Research and Education, ALL Craft Directors and the Associate Office Director.
- B. The Executive Board shall be the highest ranking governing body of the local between general membership meetings.

ARTICLE 8

Prohibitions

For the protection of the General Membership of the Local the following prohibitions are set forth. Violations of these prohibitions shall be subject to the disciplinary actions stated below.

SECTION 1.

The General Membership Meeting shall have final authority to override decisions of the Executive Board or of the President in regard to expenditures of the Local. Expenditures of the Local shall be subject to the following in accordance with the above:

- A. It shall be prohibited for any officer or member of the Local to enter into any contract, loan, or promissory note, either written or verbal, involving monies or expenditures of the Local without the prior approval of the Executive Board and the majority of the members present and voting at a General Membership Meeting.
- B. It shall also be prohibited for any officer or member to make a fraudulent report in connection with the items above.

SECTION 2.

- A. It shall be prohibited for any officer or member of the Local to engage in or foster any conduct or activities that would expose the American Postal Workers Union, AFL-CIO, and the Local to civil liability suit.
- B. It shall be prohibited for any officer or member of the Local to engage in or foster any conduct or activities that are contrary to the provisions of the Local Constitution and By-Laws or any federal statutes or labor laws of the United States of America.

SECTION 3.

Any individual officer, member or Craft found guilty of violations of the provisions of the above shall be liable to charges and probation, suspension, expulsion, or other appropriate disciplinary action deemed necessary. In cases of violation of a federal code, the penalty prescribed therein shall take precedence over any action that would be taken by the Local.

SECTION 4.

Any postal employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory, or EAS position with the responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of one (1) pay period in a year shall be ineligible to hold office at any level of the American Postal Workers Union (APWU) or to be delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position.

Any postal employee who has submitted an application to a managerial, supervisory, or EAS position with responsibility for issuing or recommending discipline, or for applying or interpreting the National Agreement, shall withdraw such application prior to acceptance of nomination for any office in the APWU.

**ARTICLE 9
Recall of Officers**

Removal of officers is governed by Article 15 (Local and Membership Protection) of the APWU National Constitution.

**ARTICLE 10
Meetings**

SECTION 1.

- A. General Membership meetings shall be held on the second Sunday of each odd month, commencing promptly at three o'clock (3:00 p.m.) and the second Saturday of each even month, commencing promptly at nine-thirty (9:30 a.m.) There will be no general membership meetings in the months of July and August.
- B. The General Membership meeting may

be postponed to another time or day of the month or canceled by motion and vote of the members in attendance at the General Membership meeting by not less than two (2) meetings before the meeting to be changed, postponed or canceled.

- C. When a regularly scheduled craft and/or general membership meeting falls on a holiday weekend, the meeting will automatically be rescheduled to the following Sunday. The holiday must fall on a Friday, Saturday, Sunday or Monday.
- D. Twenty-five (25) members present at the General Membership meeting shall constitute a quorum for the transaction of business. If twenty-five (25) members are not present at the start of the general membership meeting, business may be delayed for no more than 15 minutes before the meeting is declared an unofficial meeting.

SECTION 2.

- A. Special General Membership meetings may be called by petition of fifty (50) members in good standing or by a majority vote of the Executive Board.
- B. Fifty (50) members present at a Special General Membership Meeting – of which at least five (5) are from each craft – shall constitute a quorum for the transaction of business.

SECTION 3.

Each craft shall determine the date, time and place of its own Craft meeting. The Local shall pay the expenses of scheduled Associate Office area meetings.

SECTION 4.

- A. The date and time of the Executive Board Meeting shall be announced seven (7) days prior to the meeting.
- B. A simple majority of the total number of members of the Executive Board shall constitute a quorum for the transaction of business at regular Executive Board meetings.

SECTION 5.

- A. Special Executive Board Meetings may be called by the President or by a petition signed by a simple majority of the members of the Executive Board.
- B. A simple majority of the total number of members of the Executive Board shall

constitute a quorum for the transaction of business at Special Executive Board meetings.

SECTION 6.

It shall be the responsibility of each Craft to maintain an official attendance record of scheduled craft meetings.

ARTICLE 11

Succession of Officers and Vacancies

The following order shall be the line of succession of officers of the Local in the event of death or resignation of the President.

- Executive Vice-President
- Secretary-Treasurer

ARTICLE 12

Resolutions

SECTION 1.

Three months prior to the National and State Conventions, a Resolutions Committee shall be formed, the chairperson to be appointed by the President. Each craft director shall submit to the chairperson of the committee the name of one member from the craft to serve as a member of the committee.

SECTION 2.

The purpose of the Resolution Committee shall be to receive, draw up, consider, and consolidate suitable resolutions pertinent to the business to be brought before the conventions. The chairperson of the committee shall render a report of the resolutions and recommendations at the next General Membership meeting following the end of the committee's session.

ARTICLE 13

Amendments

SECTION 1.

This Constitution and By-Laws may be amended by a two-thirds (2/3) vote of the membership present and voting at a General Membership meeting. A standing vote will apply.

SECTION 2.

Any proposed change(s) to the Constitution or By-Laws will be submitted in writing by April 20th or October 20th of each year, by certified mail or hand-delivered to the local

union office. All changes submitted to the constitution committee shall be read at the May and November General Membership meeting. It shall then be tabled without discussion or debate. It shall be published in the next issue of the Press On and mailed to all members in good standing for distribution. It shall then be taken up at the next General Membership meeting as the first order of business following the reading of the minutes, discussed and voted upon.

SECTION 3.

Any major revisions or amendments involving three (3) or more articles of this Constitution and By-Laws shall be made only by a Constitution Committee composed of a representative from each Craft and a chairperson appointed by the President. Revision and amendments made by the committee shall refer to SECTION 1 and SECTION 2 of this article.

SECTION 4.

Any proposed Constitutional Changes for the purpose of another local merging with the St. Louis Gateway District Area Local may be submitted any month. It shall be read at one meeting. It shall then be tabled without discussion or debate. It shall be published in the next issue of the Press On and mailed to all members in good standing for distribution. It shall then be taken up at the next General Membership meeting as the first order of business following the reading of the minutes, discussed and voted upon.

SECTION 5

The Constitution and By-Laws shall be printed in the February issue of the Press On.

ARTICLE 14

Officers and Stewards Benefits

SECTION 1. FULL-TIME OFFICERS

- A. **The Local shall pay the Postal Service share of the following fringe benefits: USPS retirement, life insurances, health insurance and disability insurance. If the officer has APWU health insurance it will be paid in full for officers who work full-time for the Union.**
- B. An officer who works full-time for the union will be granted 26 days of annual leave and sick leave as needed. Those officers who qualify for disability

insurance will only be paid sick leave when the insurance payment is not equal to the officer's salary. No full-time officer will be permitted to carry over more than the Postal Service maximum of annual leave into the next year, and shall be reimbursed in December of each year for up to 104 hours of unused annual leave beyond the Postal Service maximum. All full-time officers will be paid his/her accrued annual leave when leaving elected office, up to the Postal Service Maximum.

SECTION 2. PART-TIME OFFICERS

- A. Officers who work part-time for the union, (those who have lost time approved on a daily basis) shall be paid their postal pay that was lost in accordance with Article VII. This will include night differential if applicable.
- B. Officers who work part-time for the union, shall be reimbursed at the end of the year for annual leave and sick leave lost due to being in a leave without pay status that lost time was paid for.

SECTION 3. STEWARDS

- A. All Stewards and Officers shall receive a yearly salary equal to the amount of dues paid during the calendar year: they must meet the following requirements:
 1. They shall have attended at least seven (7) steward training meetings of the local in the current year.
 2. They shall be paid for the calendar year January to December, if qualified:
 3. They shall be paid in December of each year, before the 15th of the month.

BY-LAWS

ARTICLE I

Order of Business

1. Meeting called to order.
2. Roll call of officers and shop stewards.
3. Reading of minutes.
4. Nominations/Constitutional changes, if necessary.
5. Applications for membership and action thereon.
6. Communications and bills-action thereon.
7. Reports of officers, delegates, and committees.
8. Unfinished business.
9. New business.

10. Suggestions for the good of the Local.
11. Adjournment.

ARTICLE II

Amendments

Amendments to or alterations of the By-Laws shall be made in the same manner as prescribed for amending the Constitution.

ARTICLE III

Ballots

All votes taken by ballot at meetings shall be under the Australian system taken in place and manner most convenient.

ARTICLE IV

Rules of Order

1. Any member desiring to speak on a subject under consideration must arise and address the Chairperson, and such member cannot proceed until recognized by the Chairperson.
2. All motions must be first stated by the Chairperson before they can be debated.
3. A motion to table is not debatable.
4. No member shall speak more than once on any subject until all members who wish to speak have spoken, and then only by consent of the meeting.
5. The chairperson shall refrain from taking part in the discussion of motions. In the event he/she deems it necessary to enter the debate on a motion, he/she shall relinquish the Chair to the Executive Vice-President until the motion has been voted upon.
6. Any proposed change to the policies of the Local shall be printed in writing, signed by at least ten (10) members in good standing; shall be read in meeting; and laid over until the next meeting, when it shall be read again and voted upon.
7. ROBERT'S RULES OF ORDER – as interpreted by the Local Parliamentarian – shall be the authority to decide all questions of order not herein provided for.

ARTICLE V

Funds-Bonds

SECTION 1.

All funds shall be deposited in the name of the Local in such banks as the Local may determine.

SECTION 2.

All funds of the Local shall be disbursed by check, countersigned by the General President, and/or the Executive Vice-President.

SECTION 3.

Officers of the Local who are required to be bonded shall have the expense of such bonds borne by the Local.

SECTION 4.

1. The President is authorized to pay bills for normal operation and all business expenses of the local.
2. The President is authorized to make expenditures necessary for repairs and upkeep of the building.
3. The President is only authorized to make expenditures on the Local's credit card up to the current limit. The limit may not be exceeded or raised without the approval of the Executive Board and the General Membership.
4. The local shall lease an American made vehicle(s) for official Union business. The Executive Board shall establish and approve a vehicle lease/use policy.
5. To keep the local organized the President shall be paid twenty-two (22) cents per member per month.

**ARTICLE VI
Applications**

- A. Applications for new membership shall be filed with the Secretary-Treasurer of the Local. Each applicant for membership shall sign a form PS-1187.
- B. Applications for membership will automatically be accepted unless challenged at a regular General Membership meeting following their receipt.
- C. A rejected candidate's application for membership may be resubmitted after six (6) months.

**ARTICLE VII
Committees**

SECTION 1.

All officers, [except full-time officers] steward[s], and members assigned to perform union related duties on their off duty time shall be compensated at the rate of ten dollars (\$10.00) per hour. All committee members shall be compensated for time in meetings and activities at the

committee time rate of ten dollars (\$10.00) per hour.

SECTION 2.

The President shall appoint all necessary committees, not limited to the following:

- A. Organization
- B. Welfare
- C. Publicity
- D. Human Relations
- E. Resolutions
- F. Constitution
- G. Board of Trustees
- H. Entertainment
- I. Press On Policy
- J. Grievance/Arbitration
- K. Stewards

SECTION 3.

The Board of Trustees shall consist of one member from each craft and the Executive Vice-President. The Chairman of the Board of Trustees shall be determined by the membership of the Board at the first meeting following the general election. The Board of Trustees shall audit the books quarterly. Following each audit, the Board shall have the authority to submit a revised budget following the 1st, 2nd or 3rd audit. The board shall prepare a budget in November of each year to be submitted at the December membership meeting for approval.

**ARTICLE VIII
Transitions**

For the smooth transition of operation functions of any administrative office of the Local, it shall be the duty of all incumbents, whether appointed or elected, to acquaint the successor to the office with all procedures, records, files, and methods of said office in order to assure the welfare and efficient operation of the Local.

Nothing in this Constitution and By-Laws shall be interpreted as being in conflict with existing Federal Laws and regulations nor with the National Constitution and By-Laws of the American Postal Workers Union, AFL-CIO.

**ARTICLE IX
POWER**

Membership in the POWER Committee shall be open to all APWU members. The committee shall participate in community activities giving visibility to the Local.

The committee shall sponsor a minimum of two (2) programs each year with special emphasis on family issues. The committee shall work in conjunction with other committees especially organization. The committee shall network with other women organizations and work to enhance harmony within the union.

**American Postal Workers Union,
AFL-CIO
Officers' Oath of Office**

I, _____, having been duly elected to office in the _____ of the American Postal Workers Union, AFL-CIO, do solemnly pledge to uphold the Constitution and By-Laws of the American Postal Workers Union, AFL-CIO and of the _____.

I further pledge to perform the duties of my office to the best of my ability. I promise that at the conclusion of my term of office, I will turn over to my successor all books, papers, records, and documents that are the property of the APWU _____.

And I further pledge that once I no longer hold office with the American Postal Workers Union and am no longer a bargaining unit employee, I will never testify in support of the United States Postal Service in any United States Postal Service arbitration or administrative hearing about internal Union discussions and/or decisions that are made by the Union or Union leaders in regards to the American Postal Workers Union's contractual positions and/or American Postal Workers Union's internal policies.

I further subscribe and affirm that if I resign or enter into an EAS position, whether detailed or permanent within one year of resignation or completion of term office, I will subject myself to full reimbursement to the American Postal Workers Union for any and all training I received during the preceding year whether National, State or Local.

Last but not least, I promise to purchase only union made articles, whenever available. Failure to perform any of the above will mark me as an individual devoid of honor and destitute of integrity.



TAX SEASON 2017

Happy new year my brothers and sisters! As we get ready for tax season, please be aware of "***New Federal Tax Law May Affect Some Refunds Filed in Early 2017!***" So please read if you are an earlier filer!

This website explains the change in January 2017: <https://www.irs.gov/for-tax-pros/new-federal-tax-law-may-affect-some-refunds-filed-in-early-2017>

New Federal Tax Law May Affect Some Refunds Filed in Early 2017; IRS Shares Details with Taxpayers

The Internal Revenue Service has announced initial plans for processing tax returns involving the Earned Income Tax Credit and Additional Child Tax Credit during the opening weeks of the 2017 filing season. The IRS is sharing the information to help the tax community prepare for the 2017 season, and to alert taxpayers about the changes that will affect some early filers.

This action was driven by the Protecting Americans from Tax Hikes Act of 2015 (PATH Act) that was enacted Dec. 18, 2015, and made several changes to the tax law to benefit taxpayers and their families. Section 201 of this new law mandates that no credit or refund for an overpayment for a taxable year shall be made to a taxpayer before Feb. 15 if the taxpayer claimed the Earned Income Tax Credit or Additional Child Tax Credit on the return.

This change began Jan. 1, 2017, and may affect some returns filed early in 2017. Additional information is listed below.

- To comply with the law, the IRS will hold the refunds on EITC and ACTC-related returns until Feb. 15.
- This allows additional time to help prevent revenue lost due to identity theft and refund fraud related to fabricated wages and withholdings.
- The IRS will hold the entire refund. Under the new law, the IRS cannot release the part of the refund that is not associated with the EITC and ACTC.
- Taxpayers should file as they normally do, and tax return preparers should also submit returns as they normally do.
- The IRS will begin accepting and processing tax returns once the filing season begins, as we do every year. That will not change.
- The IRS still expects to issue most refunds in less than 21 days, though IRS will hold refunds for EITC and ACTC-related tax returns filed early in 2017 until Feb. 15 and then begin issuing them.

This is one more step the IRS is taking to ensure taxpayers receive the refund they are owed. The IRS plans to work closely with stakeholders and IRS partners to help the public understand this process before they file their tax returns and ensure a smooth transition for this important law change.

More information about this law was posted to *IRS.gov* and shared with partners and taxpayers throughout the second half of 2016.

RETIREMENTS

GOODBYE
TENSION
HELLO
PENSION



Long-time steward and ITS employee Delores Fulton (front) celebrates her retirement after 36 years. Good luck Miss Fulton and enjoy yourself.

Second row L-R: Robbin Nichols, Janis Dumas, Mia Smith, Orlando Anderson and Robin Robertson

Back row: Veronica Mays and Fred Wolfmeyer



Congratulations to accounting and control specialist Karen Kosteki who retired after 30 years of service.



Congratulations to Itaska Banks who retired from Southwest Post Office with 30 years of service!

Happy Retirement "Support Services"

****Over 200 Years of combined service!****

- Delores Fulton**, Former Steward –
Accounting Specialist..... 36 years
- Dawn Piolet**, Accounting & Control Specialist..... 32 years
- Laura Ratz**, Accounting Specialist 32 years
- Maggie January**, Accounting Specialist..... 31 years
- Pamela Perryman**, Accounting &
Control Specialist 30 years
- Election Committee Member
Karen Kosteki, Accounting & Control Specialist.. 30 years



We Wish to Extend
Our Condolences to
the Friends and
Families of:

Anthony Taylor
Husband of Adrienne Myles-Taylor
(Support Services)

Floyd Jennings
(MVS Assistant Craft Director)

Shirley Turner-Quinn
Mother in law of Tamara Quinn (Support Services)

Frances Harris
Mother of Maurice Harris (Expeditor tour 1)

Renee Thomas
Mother of Christopher "Hollywood" Thomas
(MVS driver)

Alfred Liszewski
Father of Steve Liszewski

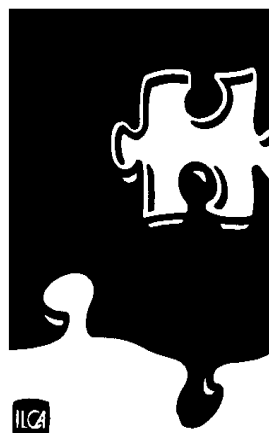
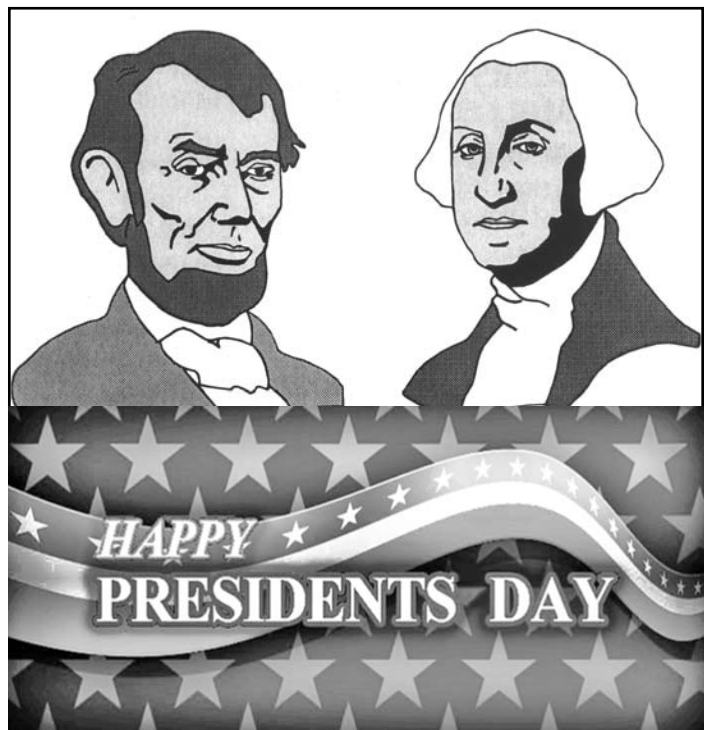
Donald Stanford
Garage man VMF

Aletha Sleet
Sister of former local President Roosevelt Steward



Brooks, Elysha
Cooper, Alexus
Foster, Emmanuel
Griffin, Sharay
Harris, Kristina
Harvey, Jordan
Holmes, Tyrek
Huimim, Zhang
Long, Steve

Mosley, Aerielle
Mueller, Micah
Orphan, Lateisha
Smith, Tieara
Sridhar, Krishnan
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Wei, Jie
Wood, Chasity



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- How to convert from For Sale By Owner to having it Professionally Marketed



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Shelia Patton-Harris ... Editor
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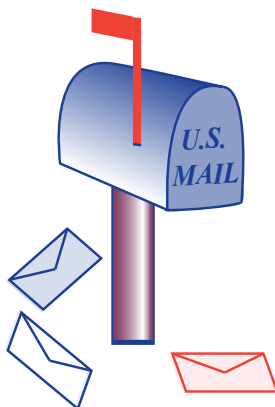
Monday-Friday: 8 a.m. - 5 p.m.
 Saturday: 8 a.m. - noon

Steward Booths, Downtown
 Clerk ... 314-436-5331
 Maintenance ... 314-436-4668
 MVS ... 314-436-5027

GATEWAY LOCAL CALENDAR

January 1	(Sunday)	New Year's Day Holiday
January 2	(Monday)	New Year's Day Holiday Observed
January 4	(Wednesday)	Executive Board Meeting (2 p.m.)
January 8	(Sunday)	General Membership Meeting (3 p.m.)
January 9	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)
January 16	(Monday)	Dr. Martin Luther King Holiday
February 8	(Wednesday)	Executive Board Meeting (2 p.m.)
February 11	(Saturday)	General Membership Meeting (9:30 a.m.)
February 13	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)
February 20	(Monday)	Presidents Day Holiday
March 8	(Wednesday)	Executive Board Meeting (2 p.m.)
March 12	(Sunday)	General Membership Meeting (3 p.m.)
March 13	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)
March 19	(Sunday)	Delegate Election (6 a.m.-6 p.m.)

There will be no General Membership Meetings in the months of July and August. The Union Hall will be closed on holidays.



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 so we can stay in touch.*

Help Nancy, our office secretary, by sending us your address changes. Your union spends many work hours and pays significant postage fees to obtain your correct address. We cannot get your union paper to you on time without your correct address. Thank you.