



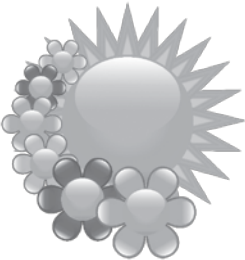
Press On

*St. Louis Gateway District Area Local
American Postal Workers Union AFL-CIO*

Volume 94 Issue 2

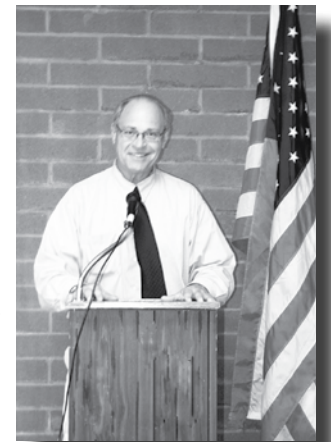
28

March/April 2016



Q 12

By Frederick Wolfmeyer, President



Can you hear me now. What is Q 12? Is it the latest rocket from NASA? Is it a top secret spy plane like the U 2? Is it a new ship for the Navy? Is it a secret government program? Is it a new drone for use in Iraq? No it is just the Postal Pulse Survey.

Greetings to my union sisters and brothers. Yes it's true; Q 12 is another name for the Postal Pulse Survey, which in turn, is just another name for the Voice of the Employee Survey. Management uses the buzz phrase Q 12 for Postal Pulse because it refers to the 12 questions on the survey. I attended a meeting the other day where the topic was supposed to be employee engagement, but it was actually a meeting on Q 12. This was the first time I had heard the term Q 12 and each time management referred to the Postal Pulse Survey at this meeting they called it Q 12. At the start of this meeting, I was told that management had read a union flyer put out by me which asked our members to turn in their Postal Pulse Survey to the union to be entered into a raffle instead of completing it. Both management people said they knew the history of why the union would ask our members not to complete the survey, but wanted me to know that this new survey was nothing like those from past days. This new survey was bright and shiny and the intent was to get employees to become engaged in their job; give 110%; cooperate with management; physically take care of our work stations; grow with the service; and above all, trust management with their thoughts and opinions. I was told

that if employees had problems with supervisors and/or managers all they had to do was tell someone higher up the ladder in management and something would be done.

I asked what would be done, but they said they could not tell me. I told them that for the last year I have been writing in our union newsletter about supervisors and managers who have treated their employees, my members, unfairly and with disrespect. That I have taken this information to those higher up on the management ladder but nothing has been done. I gave them several examples of management personnel (including 204-Bs) yelling and screaming at craft people, pulling guns on them, and treating them as if they were dogs, with no reprisal at all. At this they assured me that this could and would change if only my members would complete their surveys. (These have got to be some powerful surveys.)

I told them I could not ask my members to complete the survey because of the examples I gave and because the national APWU has asked us to throw the surveys in the trash. Then they asked me to take a non-stance, to just tell my members that they were free to do as they wanted and I would not ask them to throw away their surveys. In answer to that I reminded them that my members are already free to do what they want. I do not, and will not force my



members to do anything, after all they are adults. Secondly, I am not a person who takes a non-stance. Unfortunately for them I do take a stance and I will let all of you know what my stance is. After that if you want to complete a survey that is your choice. But I will be damned if I will take a non-stance for management's benefit – no way.

I told them that these surveys have been used against the union in the past during contract negotiations. Employees answered that they were proud to work for the U.S. Postal Service and like serving the American public. They also said that they liked their pay and benefits such as health insurance and retirement. The service then introduced these survey results as evidence at the arbitration table telling the arbitrator that the employees were happy with their pay and benefits and did not care about the desired improvements for which the union was negotiating. I told them that if you want the employees to trust you, their trust has to be earned. No one will trust your survey or your desire for employee engagement until the supervisors and managers become engaged themselves.

I don't know about you, but I am not about to trust management. However, they tried again and told me that this was a new effort on the part of the service to change the mindset and work environment in the Postal Service, and all we had to do was complete the survey and trust them. They stated that the service has created a new department and new management positions to staff this "Employee Engagement Department."

I thought that was interesting, especially after attending an MVS town hall meeting where it was discussed that there is a need for a new VMF building because the current one is falling down. In addition, the transportation unit badly needs trailers (they are short about 32 trailers), but they were told they cannot get any right now. So let's

think about this. The service can create a new Engagement Department with a new department head and numerous staff working under him with all those salaries and benefits, but they cannot repair the VMF building or build another one, and they cannot lease any trailers to move the mail. **In USPS we cannot trust!**

If I sound a little bit negative it is because I have seen too much of this garbage coming from the Postal Service. Just two or three years ago, a postal manager from higher up the management ladder came into town from Chicago to start a new communication group to improve the communication between management and craft. I asked him how long the program would last because there had been others that lasted only a short time and then disappeared. He assured everyone at the initial meeting that this program was different and the service backed it 100%. He said it would be around for the long haul. Well it lasted about six months and died. Now we have a new Employee Engagement Program with a new department head, new staff members, etc., and we are assured it is here to stay. "Just complete your survey and trust management, after all we are sending all supervisors to sensitivity training." I think we have all seen how well their sensitivity training works. And this engagement program will die too, just as soon as the surveys are turned in.

Sisters and brothers, I can't tell you what to do. But as for me, I cannot and will not trust management so my survey is already in the raffle drum. I urge you to follow me and take Q 12 and put in file 13.

CONTRACT UPDATE

The union and management are now in interest arbitration because they failed to reach a negotiated contract. The arbitrator is Stephen Goldberg and you can check for updates at the national website apwu.org.

Attention!

Attention!

Attention!

The Postal Pulse Surveys are in the mail or in your home. Please do not complete. **Repeat! Do not complete!**

Bring the blank survey to the Union Hall or give it to your steward and you will be entered into a raffle. There are great prizes to be won in this raffle. Spread the word to all our members about the raffle. Two flat screen TVs, Kindle Fires, circus tickets, dinners at nice restaurants, beer and wine. There are 15 prizes in all. Don't miss your chance to win! Send your Postal Pulse to the Union Hall.

STOP THE PULSE

Do not let the USPS use this against us in contract arbitration.

Let the pulse be dead on arrival — DOA — and win a prize.

Ten to Win

Will You Join Our Team?

For \$10 per pay period through payroll deduction we can support candidates who stand up for postal workers!



Yes! I Want to Give Ten to Win.

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Should we need to contact you, please include your phone and email address.

Phone: _____ - _____ - _____

E-mail address: _____
Please write clearly.

Signature _____

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From the Desk of the Executive Vice President

By Gene Hollenbeck



Effective March 5, 2016, we have 15 newly converted career employees. I want to welcome them to career workforce. We will continue to fight to have more PSEs converted to career.

Effective March 5, 2016, we now have 55 unassigned full-time regulars, (UARs). We don't have landing spots for them because in-plant support keeps reverting positions. The union has several grievances in on these reversions. Until they are resolved, we will continue to fight for these positions.

There is still work there that needs to be completed. There are still employees working the hours, doing the overtime. But, they are the PSEs. There is a need to post and fill these vacancies.

Schemes are Back

On January 8, 2016, an agreement was signed to bring schemes back. Management, at the national unilaterally removed the scheme requirement from all bids. The union filed a Step 4 interpretative issue and an agreement was reached.

The Postal Service may continue to include scheme requirements on bid duty assignments. Such decisions will be made by management based on operational needs and in accordance with the M-5, Section 3.

If you bid on positions at the stations and branches, make sure you check to see if management has added the scheme to the position. If they did, you will be required to learn the scheme prior to reporting to the new position.



Industrial Relations Report

By Melvin Sanders, Director of Industrial Relations

Divorce, Court Orders and Survivor's Annuity

Over the years I've heard many tales that a certain employee has well over 42 years but can't retire because his ex-spouse will get half his retirement (sound familiar?). Well, the majority of the time this is not true. The employee may believe it, but it is not true. Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS) are exempt from the court orders that affect the private sector.

There is a difference between a court order that would apply to a private sector pension and a court order that would apply to your federal

retirement. Court orders that affect private pensions are governed by the Employee Retirement Income Security Act (ERISA). However federal pensions under both CSRS and FERS are exempt from ERISA.

ERISA created the term qualified domestic relations order (QDRO) to describe a court order that divides retirement benefits under ERISA plans. QDROs are not acceptable to affect CSRS or FERS benefits. However, this does not apply if the court order labeled QDRO also expressly states that it is written in conformity with Office of Personnel Management (OPM) regulations. This phrase must

be written in the order. The importance of this is that attorneys sometime prepare federal retirees' court orders on the assumption that they can provide any benefits available under ERISA from CSRS or FERS.

If you or someone you know has an ex-spouse lurking in the shadows, you must read the official guidelines on court orders as soon as possible. It's important to know before you work yourself to death or give money to someone you don't have to.

For a copy of the guidelines on Court-Ordered Benefits, Pensions and Survivor's Annuity contact Melvin Sanders at 314-231-7665.

EAP Survey

St. Louis Gateway is conducting a survey concerning EAP. Please take a few minutes to complete this survey.

HAVE YOU UTILIZED EAP BENEFITS?

1. On a scale of 1-10, one being the worst and 10 being the best, how would you rate the services provided by our EAP?

Circle one number

1 2 3 4 5 6 7 8 9 10

Additional Comments: _____

2. Using that same scale, how would you rate the availability of services from EAP?

Circle one number

1 2 3 4 5 6 7 8 9 10

Additional Comments: _____

3. Were the counselors sensitive to your needs and problems?

Circle one number

1 2 3 4 5 6 7 8 9 10

Additional Comments: _____

4. Would you recommend EAP to your family and co-workers?

Circle one number

1 2 3 4 5 6 7 8 9 10

Additional Comments: _____

5. Do you feel the services provided are comparable to private counseling?

Circle one

Yes No

Additional Comments: _____

6. Did you find the services from EAP helpful?

Circle one

Yes No

Additional Comments: _____

7. How did you hear about EAP?

8. Do you have any suggestions or comments on how to improve EAP?

Comments: _____

Thank you for taking part in this brief survey. Please turn the survey in at the union booth or mail to the Union Hall. If you or your family are having problems, EAP may be able to help. Call 1-800-327-4968. Make the call.



Editor's

By Shelia Patton-Harris

Corner



I was raised! I didn't grow up. I was taught to speak when I enter a room, say please and thank you, to have respect for my elders, to get up off my lazy butt and let the elder in the room have my chair, say yes sir and no sir, lend a helping hand to those in need, hold the door for the person behind me, say excuse me when it's needed, and to love people for who they are, not for what I can get from them. I was also taught to treat people the way I want to be treated!

I saw this post on Facebook and I thought it would be meaningful for some of you. We need to be reminded how we should conduct ourselves at work and in the streets. Too many of us do not think of our fellow man and our primary concern is **me, me, me**. If we are fortunate, we will live to a ripe old age. And in our elder years, we hope to be treated with dignity and respect. If you believe that what goes around comes around, you will take heed to the above post by Jackie Roberts.

Things at the post office are not always what they seem. Watch out where you get your advice. Your co-workers can tell you anything and it might not be true. If you have questions, seek the counsel of a shop steward. Their primary goal is to help the membership. If need be, you can also call the Union Hall with questions and concerns. The number is 314-231-7665.

Just because a supervisor gives you some information, it does not mean that the information is correct. Supervi-

sors give false or bogus information to employees all the time. Contact a shop steward to check the validity of what is being told to you. Some supervisors will even go to the point of demeaning the shop stewards. Think about this, when you get discipline, it doesn't come from the steward but from the supervisor. The person trying to get the discipline adjudicated is the steward. Why would you want to listen to the supervisor?

I once represented a young man that was a 204B. He had been issued a notice of removal for his attendance. The union was successful in getting him his job back but the attendance problems continued. One day I pulled him to the side to try to impress upon him the importance of him coming to work. He was close to getting fired again. He informed me that as a member of management (204Bs are not members of management, they are only acting in the stead of a supervisor) one of the other supervisors had his back. He would be fine. Two weeks later he was issued another notice of removal. That was two years ago and he is still fired.

The union is there to protect you and to make sure your rights are not violated. There is no hidden agenda and the stewards do not make deals with the supervisor to cause you injury. The contract governs what management can and cannot do. Be careful on who you put your trust and faith in. You don't want to get caught up and end up on the losing end.

From the Desk of

Becky Livingston

Research and Education Director

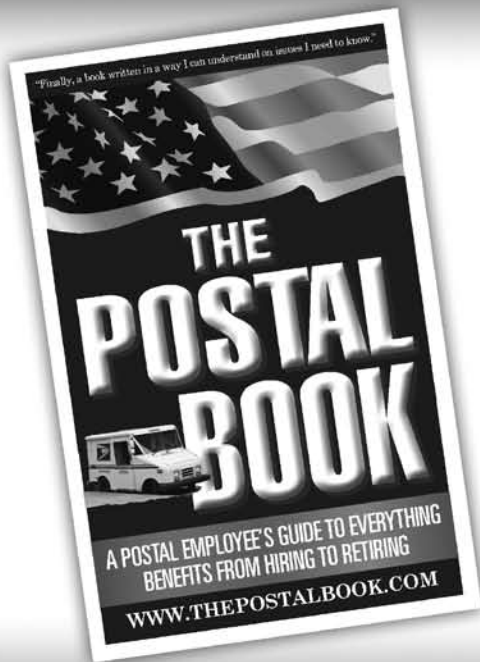


I would like to thank the folks who attended the new steward training in February 2016. These classes always give me a clearer picture of what is happening on the workroom floor. Of course, the main reason most of us wanted to become a steward was because of something that didn't go the way we wanted it to go! That is nothing new. We have all had an experience that we didn't appreciate when it comes to management, but it wasn't until I actually "walked a mile" in a steward's shoes that I realized the union can't always fix things. Sometimes the facts according to the contract don't support our grievances and it is the responsibility of the steward to be the bearer of bad news on those occasions. Please make sure that you request a steward as soon as you become aware of an issue and when you see that steward tell them how much you appreciate the job they are doing! The job of a steward is never done and the APWU stewards give you everything they've got, every day!

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Town Talk

By Jeff Cooper, MVS Director



Dear brothers and sisters, the year 2016 is progressing and we need to make changes. The retirement rate is faster than our conversion rate. To give you a better understanding of this I will let you read just one of the Q and A from the Memorandum of Understanding: Filling of Residual Vacancies dated March 20, 2014.

Question: *If a Motor Vehicle Craft PSE is identified for a career opportunity, when does the conversion to career into that residual duty assignment occur?*

Answer: *Once a Motor Vehicle Craft PSE is identified for a career opportunity, the conversion into that residual duty assignment will occur as soon as possible but no later than on day one of the second full pay period following placement.*

The MVS management has identified three residual duty assignments

by their posting (#116) February 9, 2016. Despite this, MVS management stated that we are not converting PSEs. It is strange that the MVS management needs a window of opportunity to adhere to contractual language. I have not been in one PDI where management said don't worry about the three or four days you took off sick, we will get back to you. MVS management can uphold postal policy but when contractual language is involved they seem to lose consciousness. This is no longer a craft director and steward struggle, it is an MVS craft struggle. Your support is greatly needed to let management know that you are in support of the union. I know everybody can't jump up and be activists right away. What you can do is speak out against individuals who try to speak out negatively and degrade

your union.

R e m e m b e r

that this is your

union and you

should not tolerate individuals who don't understand.

The union meeting is there for you to get information about your union and your craft. If your main source of information is 204Bs and others, it is a possibility you are being misinformed. I've seen cases where employees have relied on an alternative information source and made decisions to leave the craft. If they had been properly informed, they would have made regular in a few short months or sooner. Making informed decisions impacts you and your family, so you should want the correct information. Until next time, brothers and sisters, stay professional, be courteous and safe.

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Associate Office Report

By Becky Livingston, Associate Office Steward



Springtime is just around the corner and wouldn't we love to be able to say everything is coming up roses! Well, in most of the associate offices, it appears as though we all had a really tough winter and the spring thaw is nowhere in sight! We have new MPOOs (Manager's of Postal Operations) and new postmasters everywhere. Just when you think you have it figured out, there is a shift. Just like that the old postmaster or supervisor is gone on a detail or they requested a reassignment and now you have to figure out what the new postmaster is all about. Sometimes change is good, folks!

A new perspective and a new outlook can be a good thing. Clerks know their jobs. Postmasters and supervisors can change all the time, but the operation still runs smoothly because they have experienced, dedicated clerks that they can rely on. Of course, we would love to see a little bit more respect coming our way, but at the end of the day we have good paying jobs and great benefits and we need to do everything we can to protect that.

We have new management in place from the top on down and they are taking our attendance and workplace issues very seriously. From day one the union has tried to impress upon you the importance of being regular in attendance because attendance related discipline is very hard to defend. Not coming to work affects your co-workers, too! I have as many calls complaining about folks not coming to work from the membership as I do from supervisors.

FMLA is there to protect you and your job, but you have to get the documentation to your doctor and have it submitted timely in order for it to work.

Please make sure you and your doctor set appropriate frequency and duration limits. Some of our folks have FMLA protection but are exceeding the approved limits and are receiving discipline. This will happen. **Every time!** If you need to update this information due to your medical condition changing, please do. It may save you your job!

Please make sure you come to work on time and be prepared to go to the workroom as soon as you come in. A lot of the supervisors are being instructed to cite folks for all late times and are no longer letting clerks make up the time at the end of their tour. They are citing AWOL (Absent Without Leave) on folks and using that time as separate incidents on discipline. This is coming from upper management and of course we will fight it, but you don't want to get caught up in the progressive discipline cycle. Associate office folks receive an Article 16, Official Job Discussion, a Letter of Warning, a 7-day Notice of Suspension, a 14-day Notice of Suspension then a Notice of Removal. This discipline can add up quickly folks!

Please make sure that you request a steward every time management requests to speak to you and they tell you that they are going to give you a PDI (Pre-Disciplinary Interview). This is an interview they hold to give you the opportunity to defend yourself against possible discipline. By this time you should have received an official job discussion giving you the chance to correct anything management believes that you are doing incorrectly. A steward isn't present during the job discussion, this is private meeting between you and the supervisor, but I strongly suggest that you always request a steward for a PDI. If management decides

to issue discipline, please remember that the steward only has 14 days from the date that you receive that discipline to file a grievance on your behalf. Please sign this discipline. You are not agreeing with the allegations, you are simply establishing the date you received the discipline. If you do not meet this deadline, the discipline will remain in your file, to be used against you, for two years. Please do not let this happen. Sometimes a reminder of your rights is necessary. I have seen more discipline issued in the last month than I have in the last six months. The contract is the same, for now, but it looks like management is going to make sure all of the rules are followed so, folks, let's make sure we don't help them. Life happens and we will make mistakes, but attendance related issues are avoidable if you utilize the help that is in place. EAP and FMLA are there for you; please make sure you take care of yourself and your family by utilizing these great benefits.





Enough Rope

By Shelia Patton Harris

Inspired by Earl Staats

Many of you take off work and neglect to clear ATAL upon your return. You think that clearing ATAL is a hassle and besides management doesn't really push the issue. Have you given any thought as to why they don't? It's simple. Management is giving you enough rope to hang yourself.

If you are asked about an absence that is three months old, are you sure you can remember why you took off? With all of these 3971s left hanging, it is easy for management to charge you with whatever they want. Signing the 3971s when you return to work protects you. You know the circumstances and if there is a problem or question it can be corrected right away.

During a typical PDI for attendance, the supervisor will usually walk in the office with a stack of unsigned 3971s, hand you a pen and ask you to sign them. Most of the 3971s are from three months ago. This is probably the first time you've seen these particular 3971s. As you go through signing them, you find out that you had been charged AWOL, had several charges for being late, a few incidents that you had requested FMLA that had been denied, and one day that you were sure you had reported to work. You start to protest these charges but it is way past the point to file a grievance. All of these incidents will now be used to issue you discipline. All because you did not stop to clear ATAL.

According to the ELM, a copy of the 3971 is to be given to the employee. Whatever the reason you are taking leave, get that copy. If you are requesting AL, management has five of your working days to approve or disapprove your leave. If you don't have a signed copy of the request, how can you prove when you requested the leave? I know it is easy just to hand them the 3971 and trust that they will do what they are supposed to do. We all know that is rarely what happens. You need to have your own proof. Protect yourself. Don't put the noose around your own neck.

Postal management uses every trick in the book to make them look good and you look bad. Make sure you protect yourself whenever you can. Not clearing ATAL is one way for them to use your own devil-may-care attitude against you. They are happy to give you enough rope to hang yourself.

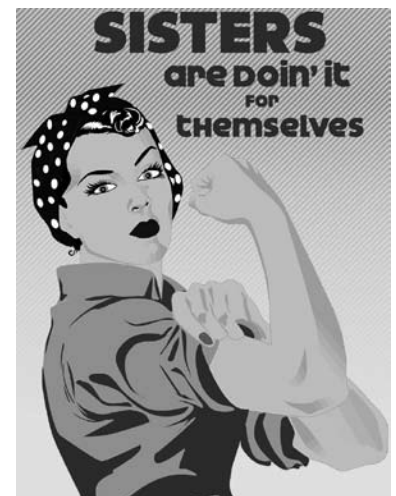
Women's History Month

March 8, 2016, commemorates the anniversary of International Women's Day. On this day countries from around the world celebrate the economic, political, and social achievements of women. In the United States, the entire month of March is designated as **National Women's History Month** by proclamation of the president of the United States and Congress. During this month, schools, workplaces and communities honor women's historic achievements, outstanding accomplishments, and recognize women's role in shaping our nation's history.

"Working to Form a More Perfect Union: Honoring Women in Public Service and Government" is this year's theme, it pays tribute to women who have shaped America's history and its future. Although often overlooked and undervalued, collectively women have dramatically influence our public policy and building of viable institutions and organizations. From championing basic human rights to ensuring access and equal opportunity for all Americans, women have led the way in establishing a stronger and more democratic country.

As we prepare to write the next chapter of women's history, let us resolve to build on the progress won by the trailblazers of the past. We must carry forward the work of the women who paved the way, ensuring that women have no limits on their dreams, no obstacles to their achievement, and no remaining ceiling to shatter. Let us never forget that, while enormous progress has been made, there is still work to be done before women achieve true equality!

The sister and brothers of APWU POWER will celebrate our heritage by wearing brown ribbons throughout Women's History Month. Please join us in wearing your ribbon with pride! We thank you for your support and for all that you do to promote and celebrate women's historic achievement. Remember, **"A Woman's Place is in Her Union!"**



Highlights of January/February General Membership Meetings for 2016

Greetings my brothers and sisters. I pray all is well in everyone's household. Below are the January and February highlights from the general membership meetings for St. Louis Gateway District Area Local. **Two thousand sixteen (2016)** is **your** year for participation.

PRESIDENT WOLFMAYER

The St. Louis Gateway District Area Local has been successful in converting an additional 28 PSEs and 8 MVS TTO drivers to full-time regular on December 26, 2015. Management still owes the local union 24 conversions, due to the eight transfers into the St. Louis Installation. The local has argued for every transfer management will need to convert three PSEs. In addition to the AO offices, **the St. Louis Gateway District Area Local has converted approximately 200 PSEs to full-time regulars at the local level. GO gateway!**

EXECUTIVE VICE PRESIDENT REPORT

The union is still having issues with conversion of PSEs and management **not** notifying the union of conversions. Management is passing out conversion letters to new career clerks **not** sending a copy to the local, and **not** cutting PS Form 50. Vice President Gene Hollenbeck gave the directors withdrawal letters explaining to them they would like the stewards and/or director to notify the union when a grievance is withdrawal. Vice President Hollenbeck insisted, if management does **not** meet in "good faith" on Step 2, file another grievance and move the grievance to Step 3.

SECRETARY-TREASURER REPORT

January and February secretary-treasurer's report presented to the executive board members in their E-board meeting. AFL-CIO and CBTU invited the St. Louis Gateway District Area Local to the black history symposium "A Future for Workers: A Contribution from Black Labor." The St. Louis chapter CLUW is having a luncheon for "Women's History Month" on March 19 at the CWA Union Hall in Maryland Heights. If interested, please sign-up.

RESEARCH AND EDUCATION REPORT

Research and education director conducted new steward training from Feb 2-23. Becky always emphasized how important it is to understand your contract and anyone can attend the steward training. Becky mentioned how steward training is always the Monday following general membership meeting at 9 a.m. and 6 p.m. at the Union Hall. The St. Louis BMC (NDC) had eight people attend the new steward training and three from the plant.

CLERK CRAFT DIRECTOR REPORT

Clerk Craft Director Earl Staats having issues with the compliment employees (EAS/HR), passing out conversion letters for career and **not** taking the time to complete the PS Form 50. 204B issues, the plant has a 204B mailhandler that is taking clerks' time out when the mailhandler is push down. 204B should **not** be messing with TACs clock rings when **not** on supervisory pay. The plant currently has some newly converted career employees getting LWOP, PSE pay, and etc.

MAINTENANCE CRAFT DIRECTOR REPORT

Maintenance craft still fighting many different issues at the plant, stations, and branches. Management re-did the bids for the labor custodians (downtown). Most of them lost their Sunday-Monday bids due to the TL-5. The union is requesting the residuals bids be posted so the PSEs can be converted. Maintenance Craft Director Nanna mentioned a grievance settlement at Step 4 (Q10T-4Q-C 16070841) in reference "Higher Level Pay Remains Intact" for labor custodians at the stations and branches. A copy of the grievance is posted.

MVS CRAFT DIRECTOR REPORT

MVS Director Jeff Cooper thanked the stewards for coming to the general membership meeting. He mentioned he was glad to see the stewards faces and expects them to work hard this year, to combat many of the issues that we have in MVS. He feels that the current PSEs should have been converted because they have the residuals bid runs. He mentioned, "Management is caught in a continuous cycle of **not** converting with residuals vacancies. Management has the tools to convert, so why don't they just convert?"

SUPPORT SERVICES DIRECTOR REPORT

Support Services Director Orlando Anderson will be traveling to DC on February 29, to discuss the upcoming contract. Support services director mentioned he was **not** at liberty to discuss the negotiations. The union did request an extension and is waiting for a decision from Postmaster Megan Brennan.

DOOR PRIZES

The two \$50 door prizes went to Frederick Wolfmeyer (MVS craft), and Mike Cooper (MVS craft). The COPA 50/50 drawing went to Earl Staats (clerk craft) and Bob Cook (MVS VMF craft). Seven attendance prizes: St. Louis Gateway District Area Local personal umbrellas.



Linda Bass
 Tamara Bear
 Teaira Berry-Joiner
 Brian Borders
 Michael Bulkley
 Charles Cathern
 Orlando Collins
 Hannah Cooley
 Nicholas Cunningham
 Mary Catherine Daniels
 Dennis Determan
 Rosetta Freeman
 Cornetta Gilbert
 Kate Hargrave

Dana Harper
 Branddon Hayes
 T.J. Henderson
 James King
 Samuel King
 Cathy Marrocco
 Sonia Niemeyer
 Aquiescence Orr
 Michael Rodgers
 Malcolm Tiller
 Deandre Turner
 A'Shontyn Watts
 LeTrice White
 Carolyn Woodbury



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

Rosemary Buehler
 Mother of Annette Stone (Support Services)

Theodore Bradley
 Retiree/National

Alliah Morganfield
 Granddaughter of Cordell Doss (Steward, Clerk)

David Hutti
 Support Services

Kenneth Harris
 Brother of Keith and Anthony Harris (Retirees)

Mr. Donald (Bubba) Gaston
 Maintenance Retiree

Larry J. Lowry
 Brother of Roger O. Lowry, ET (Maintenance)

Lyndia Baswato
 Mother of Rita Patterson, Clerk (Support Services)

Bernard Cotton
 Brother of Bridgett Silas (Support Services)

Gwen Marks
 Clerk Retired

JERALD PETERSON retired from Weathers Post Office on January 20 with 31 years of service. Congratulations, Jerald.

ATTENTION

**Nominations for the local's General Election will be held at the
 June 11, 2016, General Membership Meeting at 9:30 a.m.
 at Lift for Life Academy, 1717 S. Broadway**

The POWER sisters of this local held a successful hat and scarf drive to benefit those less fortunate. Here of some of the donations. POWER would like to thank all those who gave.



HAPPY PASSOVER



2016 APWU Scholarship Deadline Extended

The deadline for the submission of applications for the E.C. Hallbeck scholarship (\$8,000 for four years) and Vocational scholarship (\$3,000 for three years) has been extended to April 15, 2016. Applicants must be a child, grandchild, stepchild, or legally adopted child, of a current, retired, or deceased APWU member and a senior attending high school or other secondary school. Don't miss out on this benefit of union membership. A brochure and application forms can be found on the APWU webpage <http://www.apwu.org/issues/scholarships>.

New Service for our Members

Did the bids come out yet? Our supervisor/manager never gives us copies of the bids. The bids are never posted at our station or branch. Have you heard those complaints before? We have and we hope to put an end to them by offering a new service to all APWU clerk craft members. We will be putting the clerk vacancy announcement and award notices on the local union's website. Now if you want to see what bids are available or check if you were the successful bidder on a particular assignment, you can go to stlouisapwu.org and take a look. We will post the same information that is provided by the Postal Service HRSSC exactly as they post it. We will not make any changes, additions, or deletions so if there are any errors, do not contact the union, call HRSSC. We hope this will give all clerks better access to the vacancy announcements and award notices so they do not have to rely on supervisors or managers who sometimes post the information and sometimes do not. Who knows, you may also find other items of interest on the website.

Cervical Cancer Can Be Prevented: FDA

Routine screening and vaccination are key to protecting women against the disease, experts say



FRIDAY, Feb. 19, 2016 (HealthDay News) -- Although cervical cancer claims the lives of an estimated 4,000 American women every year, the disease is largely preventable, according to the U.S. Food and Drug Administration.

What's more, if the disease is diagnosed early, cervical cancer is often curable, the agency said.

"If cervical cancer is found early, it's easier to treat," Shyam Kalavar, an expert in the microscopic examination of cells for the FDA, explained in an agency news release. "It's important to understand, however, that cervical cancer is also preventable. There are three FDA-approved vaccines that protect against the disease," Kalavar added.

Cervical cancer forms in the cervix, or the lower part of the uterus that connects to the vagina. Human papillomavirus (HPV) causes cervical cancer, the FDA said, but not everyone who has HPV develops cervical cancer.

Cervical cancer often doesn't cause symptoms, but can be detected during routine Pap tests, also called a Pap smear. The Pap test involves cells taken from the cervix. These cells are examined in a lab for signs of abnormalities that could lead to cancer, Kalavar said.

Pap smears are not 100 percent accurate and a small number of cancers may be overlooked in any one test, but it takes several years for cervical cancer to develop from abnormal cells. The FDA pointed out that by having routine Pap smears, changes in cervical cells can be detected early enough for women to receive the treatment they need.

Women with an abnormal Pap smear must undergo more testing for cervical cancer, which may include an HPV test. Having both tests reduces the likelihood that abnormal cells are missed, the agency said.

There are more than 100 different types of HPV, the FDA said. Some of these viruses aren't harmful. The HPV test checks for the presence of the types of HPV most likely to cause cancer. Some women may also need to have a biopsy of their cervix, the FDA noted.

The HPV vaccines don't help treat cervical cancer, but they are all effective in protecting against the two types of HPV that cause about 70 percent of cervical cancers, according to the FDA. One vaccine -- Gardasil 9 -- also offers protection against five additional HPV types that cause about 20 percent of cervical cancers. People must be vaccinated before being infected with HPV to be fully protected, the FDA said.

"These vaccines are preventative and work like other vaccines that prevent diseases caused by viruses and bacteria: they prompt the body to produce antibodies to protect against infection," Marion Gruber, director of the FDA's Office of Vaccines Research and Review, said in the news release.

"Women, including those who have been vaccinated, should continue to get Pap tests because they are essential to detect cervical cancer and precancerous changes," Gruber said.

The American Cancer Society provides more information on cervical cancer.

SOURCE: U.S. Food and Drug Administration, news release, January 21, 2016 -- Mary Elizabeth Dallas

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NOW AVAILABLE

APWU GATEWAY

LOCAL 8 MEMBERS

You Are Now Entitled To A Personal Benefit Report

There is no cost for this report!

IMPORTANT FEDERAL BENEFIT INFORMATION

(what you don't know can cost you tens of thousands of dollars)

- Explanation and analysis of your Federal Benefits
 - FERS, Pension Annuity, Survivor Benefit Plan
 - FERS Pre-62 Supplement and SSA Benefits
 - CSRS Annuity Survivor Benefit Program
 - 401K, TSP Thrift Savings Program
- FEGLI Life Insurance cost and future cost increases
- APWU Members will receive personal benefit analysis

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YOU'RE ENTITLED TO!



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Press On

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Shelia Patton-Harris ... Editor
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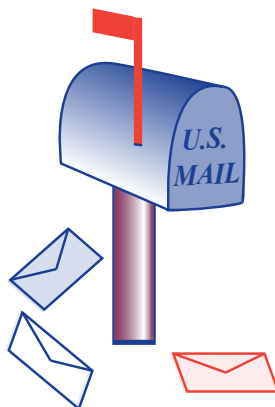
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Monday-Friday: 8 a.m. - 5 p.m.
Saturday: 7:30 a.m. - 4 p.m.

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

GATEWAY LOCAL CALENDAR

March 9 (Wednesday)	Executive Board Meeting (2 p.m.)
March 13 (Sunday)	General Membership Meeting (3 p.m.)
March 14 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
March 20 (Sunday)	Delegate Election (6 a.m.-6 p.m.)
April 6 (Wednesday)	Executive Board Meeting (2 p.m.)
April 9 (Saturday)	General Membership Meeting (9:30 a.m.)
April 11 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
May 11 (Wednesday)	Executive Board Meeting (2 p.m.)
May 15 (Sunday)	General Membership Meeting (3 p.m.)
May 16 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
May 30 (Monday)	Memorial Day Holiday

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



Moving?
*Send us your new address
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.