

Press On

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

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Election Time

By Frederick Wolfmeyer, President



First, I want to congratulate all officers who won election or re-election to office in the recent general election of the St.

Louis Gateway District Area Local. I also want to congratulate all those officers who were unopposed and welcome all officers of the local union to the beginning of a new administration. Serve our members well, work hard at representation, and stand up to injustice in the workplace.

Sisters and brothers, summer is at an end and we will soon be headed into the holiday seasons of Halloween, Thanksgiving and Christmas. However, we must not get ahead of ourselves because there is another season that will arrive very soon. It is an extremely important season and it is the election season.

The television is already full of political ads; our bread and butter, the U.S. mail, is full of campaign literature; and the internet and newspapers are full of ads and stories about various candidates. Don't relax because it will only get more intense the closer we get to November 8, election day. Election days are important days, but this one carries more importance than any previous such day. Nationally, the stakes are high, but in Missouri the stakes are high in the statewide elections too. There is a gubernatorial race, along with elections for statewide offices for lieutenant governor, treasurer, attorney general, as well as state representative and state senate in the Missouri legislature. As is my usual stance on elections, I will not ask you to vote for any particular candidates, nor will I extol the qualities of any of my choices for office, but rather I ask you first of all to vote and secondly when you do vote, vote your job and for the labor movement.

On the local and state level elections, right-to-work is an issue of paramount importance. We must do all we can to keep this job-killing, wage-lowering legislation out of Missouri. I cringe each time I hear a commercial that speaks of big union bosses and how they want to take their members' money and give it to politicians to garner favors or special consideration. I think the writers of these commercials are still living in the 1950s and are looking for the likes of Jimmy Hoffa or Roy Williams who seemed to always be under investigation. Now the union "bosses" are not bosses at all. They are everyday working people who try very hard as union stewards and officers to represent their members to the best of their ability. We all make mistakes, but it is not from a lack of trying. Those big bucks all those anti-labor people think we receive are our paychecks and the rate of pay is set by the union's constitution. This pay cannot be increased except by a 2/3 majority vote of the members at a general meeting. In addition to the constitution, the Department of Labor scrutinizes the income and expenditures of every local union each year. Each union at the national and at the local levels must file an LM report. This is where the union must report what amount of money it receives and not only how it spends it, but who or what gave it the authority to spend it.

Authority comes in five forms:

1. The membership by motion and vote
2. The law (taxes or fines)
3. A budget approved by membership vote
4. The Executive Board by motion and vote
5. The constitution of the local union

These are commonly called the Five Golden Rules of Authority and are the only ways a union can expend money. Therefore, those anti-union folks should do some research before they tell you that big union bosses are spending your dues money.

So let's get back to right-to-work. This legislation was defeated soundly in the state of Missouri by the voters in a ballot initiative in 1978 with a majority of around 75 percent against. However, corporations and many anti-labor groups decided to get it passed through the legislature without a vote from you and me. The legislators who side with them need to be voted out. Governor Nixon's vetoes over the last two years are the only thing that has kept RTW out of Missouri, as well as paycheck deception legislation. We cannot let it happen under a new governor. Vote for the labor-friendly candidate and protect your job.

The Postal Service and all the issues we have is another big concern during this election. Privatization looms as a huge threat, so if you vote for those who do not have our issues at heart regarding the USPS, then you are voting against your own job. The APWU, NALC, and Mail Handlers are all fighting against privatization, the pre-funding mandate of the PAEA, and legislation that harms the U.S. Postal Service. Our biggest competitors are some of the biggest contributors to the campaigns of those who would vote for a dismantling of the service. For example, Darryl Issa and Dennis Ross receive huge contributions from UPS and FedEx and that drives their opposition to good postal reform and the ending of the pre-funding. When I was in Washington, D.C. in 2015, I visited with Congressman Blaine Luetkemeyer and he would not co-sponsor HR-54, a piece of legislation returning the mail standards back to July of 2012. He is also against postal banking which is the business his family is in. Congressmen Lacy Clay and Emmanuel Cleaver try to help with postal issue all the time as do Senators McCaskill and Blunt. The problem here though is that on other issues of importance like right-to-work or the minimum wage and workers' rights, only Clay, Cleaver and McCaskill have our backs. We need to vote for those who support our position regarding postal issues, right-to-work legislation, and workers' rights.

In summary, I want to repeat what I said earlier.

I will not tell you who to vote for, but I will ask you to vote and to vote for your job.

Famous Former Postal Workers

There was a time when, if you lived in Spokane, Bing Crosby might have sold you stamps across a post office counter. If you lived in Chicago, Walt Disney might have delivered your mail, or maybe Rock Hudson, if you were just up the road in nearby Winnetka. More recently, before he starred in *The 40-Year-Old Virgin*, Steve Carell might have put letters in your mailbox if it was in rural Massachusetts. And have you ever wondered where Grammy-winning Jon Prine got the title for his album *The Singing Mailman Delivers*?

Yes, most everyone knows Ben Franklin and Abe Lincoln were once postal employees. But a fair amount of other famous people have had the U.S. Postal Service on their resumes at one time or another.

Some, like Disney, had fond memories of their postal days. Others, like William Faulkner did not. The author of classics like *The Sound and the Fury* and *As I Lay Dying*, Faulkner spent three years as postmaster at the University of Mississippi "until he was forced to resign in 1924 for his obvious disinterest," according to the author of *Neither Rain nor Snow: A History of the United States Postal Service*. "A postal inspector furnished him with a long list of his transgressions, which included treating patrons rudely, failing to forward mail, and writing the greater part of one of his books while he was on duty. "I will be damned if I propose to be at the beck and call of every itinerant scoundrel who has 2 cents to invest in a postage stamp." Faulkner wrote in his letter of resignation."

Executive Vice President

By Gene Hollenbeck

WE HAVE A NEW CONTRACT!



Once again the APWU has been awarded a new contract. The arbitrator awarded us pay increases for each year. We will continue our COLAs twice a year.

In the maintenance and motor vehicle crafts we will have an all career work force, which means there will no longer be any PSEs in those crafts. The clerk craft will be the only craft to have PSEs.

There were some much needed improvements for our PSEs. They will now have six paid holidays. PSEs can get health insurance during the first year. On their return for their second term they can get the APWU Consumer Driven Plan.

In accordance with Article 17 Section 6, management shall provide union representatives ample opportu-

nity to address new employees under the following circumstances:

- New career or non-career employees
- Current postal employees who are reassigned to an APWU bargaining unit
- At the time any non-career employees become eligible for either the Postal Service Non-Career Health Care Plan (USPS Plan) or FEHB

If you have not been afforded this information, please contact your steward or the Union Hall.

There has been no movement on PSE conversions at this time. Presently, we have about 53 unassigned regulars, (UAR). There are currently no residual vacancies to place them in. Once they are placed we will be able to get some

of the PSEs converted.

There is a new sign off from national which states that there will be two mail processing clerks on the DBCS at all times. One may be required to perform the allied duties, but they must be assigned to the machine. If you are required to work on the DBCS by yourself, contact your steward.

Labor Day has come and gone. We had a few members come out for the Labor Day Parade. We had a good time. I hope everyone was able to enjoy their holiday.

Vacation selections will begin in November. We have requested our annual vacation meeting with management to get any problems worked out before we begin selections.

Secretary Treasurer's Report

By Robin Robertson



Hello my brothers and sisters, pray all is well in everyone's household. I would like to thank everyone for taking time out to exercise his/her right to vote. Special thanks to the foot soldiers, who took the time to network with union members. I am truly grateful to each and every member for exercising their right to vote. I am looking forward to serving a second term as the secretary-treasurer of the St. Louis Gateway District Area Local 8.

Please understand the importance of voting at the local, state, and federal level. Everyone has a voice and a vote. This is a critical year and voting is **important**. Please research each candidate running at the local, state, and federal level and make sure the candidate is "labor friendly." Make sure the candidate has supported our "postal issues."

National APWU ballots will be mailed out on September 10, 2016. Please **vote!** Every vote counts!! If you need assistance, please ask your steward. Next general membership meeting is September 11, 2016, at 3 p.m. Please attend.

*Learn about
the contract!
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New Steward
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Contact Dean
Hathaway at
314-231-7665
Remember,
knowledge is power*



What's Going to Happen When We're All Dead?

This article is addressed to the employees with seven years or less of service. Do you know what a PDI is? Do you know what an article 16 is? What about the steps of discipline? Do you know how long you have to file a grievance? Any idea what happens at Step 2 of the grievance procedure? What contract language covers emergency placement? Do you know your Weingarten rights? Do you know the names of the officers of this local? Most of you will not know the answers to these questions and hundreds of others that pertain to your rights and working conditions under the CBA. Do you know what CBA means?

Most of the shop stewards and officers are over 50. Soon many of them will be retired or, heaven forbid, die. We will not always be around to deal with the problems and struggles that you will be facing in the future. The younger workers need to step up and become involved with this local. We need to mentor younger workers so that you will not have to reinvent the wheel. Come to new stewards' training, come to union meetings, ask questions, volunteer for pickets and parades and learn the ins and outs of the contract. If faced with discipline, learn what can and cannot be used against you. Family medical leave can be used in a lot of cases to prevent discipline, but you have to know when it applies.

I know we all have lives outside

of the Postal Service. You might not have a lot of time to commit to the union. Getting fired and not having competent representation will give you a lot more time. Everyone seems to think that it's the shop stewards' job to take care of all of the problems with the Postal Service. You have a responsibility to yourself to get involved with the only organization that can represent you if you have a problem during your postal career. I have known many people who have been fired for various reasons. They always tell me that they are going to get their jobs back after they get a lawyer. One lady has been saying that every time I see her for the last 15 years. Not one of these former postal workers has returned. A lawyer cannot represent you in the grievance procedure. He would have to go through the local.

Maybe you have had an unpleasant experience with a steward. That should be an inspiration for you to become a steward and prevent the next person from having the same negative response. No one is perfect and we all make mistakes, but you have an opportunity to do better. Not everyone has the temperament or the ability to be a steward, but everyone can learn more about the contract and the workings of the local.

Many of the things that you take for granted were hard fought for. Listening to music on your headphones is a perfect example. Headphones were outlawed and you could not enjoy your music while you worked. Finally, the union worked out an agreement

with management that allowed headphones under certain conditions.

To the younger workers, there is no need to get an attitude when someone with more seniority tries to tell you something. Respect the knowledge and experience they are trying to share with you.

To the older workers, remember that you are not talking to your children. These people are adults and should be treated as such. There should be no animosity between the two groups. We are all in this together and no one should look down on the other.

The Postal Service can be an excellent career. The local is tasked with the job of making sure that your rights are protected while you are here. We need everyone — young, middle aged and old — to work together for the betterment of us all. When I am dead and gone I hope the local will continue to be a vital organization and a source of pride for the membership.



Director of Research and Education

By Dean Hathaway

THANK YOU



The election is over and I just wanted to thank all who voted in the local election process. I am honored to hold the position of director of research and education once again. I also give kudos to my opponent for her desire to hold an elected position on the Executive Board and make an effort to become more active in the local. Thank you, Claudella, for participating in a positive versus a negative campaign.

I previously held this position for two terms and have trained many stewards. In 2010, I vacated the position to become a national business agent for the maintenance craft. One of the duties I enjoyed most as a NBA was the training classes at conventions and seminars across the central region and at the National Conventions. I have provided educational functions for new stewards, and seasoned stewards, that represent you all in the clerk, maintenance, motor vehicle, and support services crafts. Together, we all attempt to train management and educate the membership on the contract and workplace rules.

A friend once gave me a refrigerator magnet that had

the quote, "To teach is to touch a life forever," and I believe in that philosophy. What we learn will benefit us and others we communicate with so the education expands exponentially. I also believe that if I teach someone what I know, it means someone else can do the task so I don't have to do it all.

I look forward to providing new steward training in the near future for anyone who is interested in becoming a steward or just wanting to know the details of our contract and the associated handbooks and manuals that determine the workplace rules and regulations. I will announce upcoming schedules for new steward training that is available to all dues-paying members. President Wolfmeyer has extended the invitation to members at the St. Louis BMC Local APWU, St. Charles Local APWU, and other members in the area, so there will be a mix of participants in the program. I welcome any member who wishes to learn their rights under the CBA and willingness to learn the USPS rules and regulations. Knowledge is power.

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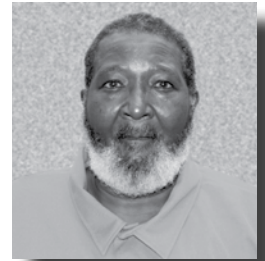
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A Grateful Brother!

By Al "Mickey" Miller



I would like to take this opportunity to thank all the brothers and sisters who continue to trust and allow me the privilege to serve our local as the sergeant-at-arms. Thank you for your vote. I have enjoyed over 35 years of service to our local and look forward to the next three years as your brother in solidarity.

Having said that, I would also like to **invite** every single bargaining unit employee to **join** our union, the APWU, AFL-CIO and the St. Louis Gateway District Area Local (DAL) #8. If you are a new employee, it is without a doubt the most important next step to take in your new career. All **members** of the local should make absolutely sure that no co-worker in your section or unit goes one minute without being introduced to the union and our local. The best thing that a new employee and for that matter an old employee who has floated along with the tide without paying dues and a fair share for the protection of your wages, hours and benefits can do is

to step up and make yourself whole by joining your brothers and sisters in protecting good union jobs, wages, hours and benefits.

I am sure everybody has heard by now that the APWU has a new contract. A very good contract, I might add. That contract was negotiated and paid for by the dues-paying members of this union. It is only fair that every bargaining unit employee pay dues and his/her fair share of the cost incurred while in the process of guaranteeing a solid and effective contract for our protection from "go backs" and "give backs." We want to move forever forward in our endeavor to make our jobs the best with guarantees and protection for our members' rights, wages, hours and benefits.

"Now is the time for all good men and women to come to the aid of their country."

Brothers and sisters if this were ever true, it is true now. Anybody who does not understand the importance of par-

icipating in the upcoming national election on November 8, 2016, should dig out from wherever you are buried. The upcoming election will be decisive for the working person and for America. We cannot afford to allow any candidate who does not have **our** best interest as the **top priority** in their platform, to ascend to the most important decision-making position in this country. The workers of America deserve everything that we have gained and the opportunity to continue to prosper and build on the good work that has been done on our behalf.

Brothers and sisters, it is simple. Make sure that you, your family, friends and any living American citizen who can legally register and vote, does so. There has never been a more important "citizen's duty"

Once again brothers and sisters, thank you and I hope to see everybody at the union meetings.

MVS Town Talk

By Jeff Cooper, MVS Director



Dear brothers and sisters, I would like say welcome to the new drivers. I want to give salutations to the newly converted regular employees. In the last year the craft has filed over 10 grievances trying to get management to do what they are supposed to do and that is to fill all residual vacancies.

All MVS employees are encouraged to attend the union and craft meetings. Members are also encouraged to contact an MVS steward when they are injured on the job, on workmen's compensation, and have general questions pertaining to OWCP, CA1, CA2, CA16, and limited light duty vs. light duty.

If an employee has an issue pertaining to contractual or disciplinary issues, that employee should contact an MVS steward immediately. The employee should be prepared to write a statement so there can be investigation about his/her concerns. If you are in a discussion and you feel that the conversation is going to lead to you being issued discipline, this is also a case where a steward should be utilized. The employee who feels aggrieved must discuss the grievance with the immediate supervisor within 14 days of the date on which the employee or the union first learned or may reasonably have been expected to have learned of its cause. The union would like for your case to get the attention it deserves, so it is imperative to act promptly on your concerns.

Thanks for your time. Stay safe and courteous on the roads. In union solidarity

A Message from the Clerk Craft Director

By Joe "Earl" Staats

Hello everyone. I want to thank all of you who took the time to vote in the recent local union election. Thank you for your support. I will do my best to serve and to protect your interests and contractual rights. The Postal Service is your economic livelihood as well as the place you spend at least half of your waking day.

These are trying times in the post office. The service is continuously trying to get more work done with fewer employees. The tactics that they use are less than admirable. The use of in-

timidation is widespread. Nowadays management seems to be more worried about the numbers than the employees.

I think the Postal Pulse Survey given to employees is a sham. Management, in the past, has cited only the items that were good for them in contract negotiations and never brings up the items that cast them in a poor light. We encourage you not to fill out the survey but to turn it in to the Union Hall for a chance to win prizes.

There are two basic types of leave, scheduled and unscheduled.

Scheduled leave cannot be cited and used in any disciplinary action. Un-scheduled leave can be used against you. So, you want to use scheduled leave whenever possible. Scheduled leave can be used for such thing as doctor or dentist appointments and/or a medical procedure being done for you or a family member. This leave should be scheduled at least 24 hours in advance. You should schedule this leave as soon as you become aware that you will have to miss time from work. The supervisor can and most will request documentation for your request.

THANK YOU

By Tom Nanna



The maintenance craft officers would like to thank everyone who voted in our local election. We appreciate your participation and look forward to the next three years working with our members to help make this a better working environment.

One major project has to do with Step 2 grievances that were appealed to

Step 3 in 2015. Management has only remanded back 400 of the total amount that we sent up. The rest are supposed to be sent back to us in the very near future. Getting management to meet and discuss grievances is still an ongoing struggle.

At this time management is trying to fulfill the TL-5 agreement by working all labor custodians at the stations and branches 60 hours a week before the end of the fiscal year, September 30, 2016. Management must provide you a vehicle to travel to an office outside of your duty assignment. If you drive your own car and **do not** have business insurance on your vehicle and you are involved in an accident, you are not covered by your insurance. You are doing yourself a disservice by using your own vehicle. Losing your vehicle due to an accident doesn't help you. You need it to get to your job. You have to take care of yourself. Don't be doing favors.

On September 3, 2016, according to our new contract, the PSEs in maintenance will be converted to full-time career positions. The PSEs currently hold a full-time vacant duty assignment. Congratulations to all who are being converted to career status. May your employment be a long and prosperous journey. Remember, PSEs, that within 30 days of becoming a career employee, you can request to take all of the maintenance tests that are available for other positions in the craft.

Convention Highlights

By Orlando Anderson, Support Services Director



Hello sisters and brothers of support services. I would like to say that I am honored to serve a new term as your support services director. Thank you for the trust that you have bestowed upon me to protect your interests in collective bargaining.

I would also like to congratulate all the elected officers, both returning and new, of the Gateway District Area Local. I look forward to working with the newly elected eBoard members of this great local.

In August 2016, I had the pleasure of attending the APWU National Convention held in Orlando, Florida. I am pleased to announce the adoption of resolution C4, one support services NBA. In attendance also from St. Louis support services were our Local Secretary Treasurer Robin Robertson, Missouri State Support Services Director Robbin Nichols, and Missouri State NE Area Vice President Veronica Mays. These ladies, along with support service members from Eagan, Minn., and San Mateo, Calif., were instrumental in achieving the adoption of this resolution. An NBA (national business agent) is a position at the national level whose job it is to handle Step 3 grievances and arbitrations. Until now, support services only had a national director who was charged with negotiating 10 contracts, Step 3's and arbitrations for both postal and private sector employees represented by support service and the APWU. It took many attempts to get a resolution passed during previous conventions, but with persistence, dedication and hard work, we as a team finally achieved the much-needed position. Thanks to everyone who worked to get resolution C4 of the 2016 APWU National Convention passed.

We are currently working from a 1-year extension to our IT/AS contract. Our contract expired in January 2016. In October 2015, we began opening discussions for a 2016 CBA (collective bargaining agreement). We had barely gotten into the negotiations when it was announced that the main table APWU would be going to interest arbitration to resolve their contract. This placed support service in a position to focus our attention on an extension for one year pending the outcome of the arbitration. Now that the main table has secured a new CBA, we are scheduled to resume discussions for our new IT/AS agreement. The new round of negotiations is scheduled to begin on October 17, 2016, in Washington, D.C. I anticipate being present at the table representing the St. Louis IT/AS. However, I anticipate a big fight this round. Many from accounting may have noticed a big push from management to reduce our staff through reversions. It seems that every vacated position is being reverted. This action began in the spring of 2016 and currently there are approximately 10 grievances filed. This push by management is real. Let's push back! I urge each and every one of you to please get involved. Sure the elected officials must play their part, but we as a union are much stronger when we stand together. Let management hear your voice. Attend rallies, attend membership meeting, and support your colleagues, officers and stewards. There are other tactics out there right now that are designed to cause harm to the accounting services bargaining unit. This isn't just a director problem or a steward problem, this issue is real and can affect all of us if we don't stand together and **fight back**.

In constant solidarity



APWU National Convention



Associate Office Director

By *Becky Livingston*



I hope everyone had a wonderful summer and are ready for the busiest time of year at the post office.

By now I hope everyone is aware that the USPS and the APWU have been awarded a new union contract. On July 8, 2016, arbitrator Stephen Goldberg issued his arbitration award that sets the wages, hours and conditions of employment in our new contract. While the wage increases were not large, that we received any increases at all was exciting. The Postal Service argued that our wages were high compared to other companies that perform similar duties and they felt a wage freeze was in order. The Postal Service wanted the no-layoff protection language to be removed from the contract but arbitrator Goldberg actually strengthened the language.

The Postal Service also wanted to eliminate COLA (cost of living adjustment) and once again they were unsuccessful. In fact we will be receiving a COLA increase of 1 cent per hour effective September 3, 2016. The increase will appear in paychecks dated September 23 (pay period 19-2016), and will total \$21 per year. Your last paycheck should have reflected your new wage increases. The retroactive pay, dating back to November 14, 2015, through August 5, 2016, has an expected pay date of November 4, 2016.

While overall I believe that this was a good contract, we did have a few things I was not happy with. This is generally how it works but if I look at it the right way I can live with it. The Postal Service wanted to have all employees covered by the USPS Health Plan. While I was thrilled to see that

PSEs are now provided the opportunity to enroll in the USPS Health Plan immediately following their hiring, I was not thrilled with the idea that all employees would have the USPS involved in administering our health care. So with that way of thinking I am able to accept that arbitrator Goldberg awarded the Postal Service a 1 percent increase per year in employees cost of health plans (3 percent overall). Now more than ever you should look into the APWU Health Plan. The FEHB Open Season is November 14, 2016, through December 12, 2016. Please give the APWU Health Plan a chance. If you make a thorough comparison to the other FEHB providers you will see a significant savings if you choose the APWU plans and at the same time you are helping to strengthen the union. We have more APWU Health Plan members from outside government agencies than we do from our own APWU members and I am hopeful that this will change. All of the St. Louis Gateway District Area Local officers and directors carry this plan and the benefits are going to be even better in 2017.

For all PTFs in the associate offices, there is a new version of the Hub-Clerk Memo that was part of this new contract. If you are a PTF clerk who is being involuntarily sent out of your office to work at other offices, please contact me. There is a new pecking order in how these assignments are handed out and while it does not mean you will never have to go to another office to work, your preference on whether you want to be loaned out or not is given consideration. Please notify your postmaster in writing your preference to not work in other

installations.

I will be mailing all offices

a copy of the Memorandum of Understanding Re: Assignment of PTF Hub Clerks. This will give everyone the information you need to provide to your postmaster if they are working under the old Hub-Clerk Memo.

I also had received several calls from PTFs regarding the six paid holidays that were awarded the PSEs. During contract negotiations the APWU tried to add sick leave as a benefit for the PSEs but was unsuccessful. What the arbitrator did award was six paid holidays for PSEs and the number of holiday hours received is determined by the size of your office. While PTFs enjoy annual-leave and sick-leave benefits they are given paid holidays by way of higher hourly wages than full-time regulars. Over the course of a year, based on a 40-hour work week, it works out exactly the same.

I will also be sending out information regarding the hiring of temporary holiday clerk assistants in both mail processing and customer service. The appointment is limited to a six-week period from November 12, 2016, through December 23, 2016, or November 26, 2016, through January 6, 2017. If you know any retirees who are interested in making some extra money during the holiday season, please share this information.

I look forward to working with you over the next three years as your associate office director and as always if you have any questions or concerns please feel free to contact me at the Union Hall 314-231-7665 or my cell 314-810-4099.

**SETTLEMENT AGREEMENT
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

RE: Q10C-4Q-C 16130532 – APWU #HQTG20160085 – DBCS staffing

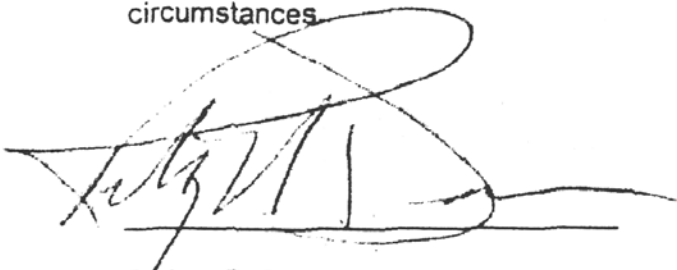
Recently the parties met at Step 4 of the grievance/arbitration process to discuss the above referenced grievance. The primary issue in this dispute is whether the current Delivery Bar Code Sorter System (DBCS) normal staffing of two (2) clerks per machine should be a minimum requirement to address certain safety and ergonomic issues as identified by the APWU.

The parties are in agreement that pursuant to Article 14, Section 1 *"It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force."* In accordance with the Employee and Labor Relations Manual (ELM), Section 891, Authority, *"The Postal Service complies with applicable federal laws, regulations, and OSHA guidance materials regarding ergonomics."*

The parties further agree that the 2012 JCIM, Article 37, page 76, *OCR – BCS – DBCS STAFFING* Questions and Answers, address the only exceptions to the normal staffing of two (2) Mail Processing Clerks on the DBCS at all times. The exceptions described in the JCIM Q&As must not be considered an alternative to the scheduling of 2 Mail Processing Clerks on the DBCS. During the periods described in the JCIM Q&As, the parties further agree the second Mail Processing Clerk may perform allied duties as assigned in the OCR-BCS-DBCS area.

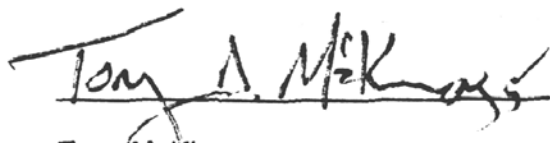
This settlement agreement addresses minimum staffing, and is not intended to impact those offices where there have been agreements and past practices involving more than two clerks per machine (due to unique rotations or other local factors.)

To further this effort, the parties agree to schedule a special meeting of the Safety & Health Committee at the national level within ninety (90) days after the signing of this agreement. At the meeting, the Safety & Health Committee will discuss the establishment of a task force to investigate and address safety issues specific to the DBCS. This task force will include subject matter experts. Any case(s) held pending this national dispute will be resolved in accordance with this agreement and based on local fact circumstances.



Rickey R. Dean
Manager Contract Administration (APWU)
United States Postal Service

Date: 8/24/2016



Tony McKinnon
Director of Industrial Relations
American Postal Workers Union, AFL-CIO

Date: 8/24/2016



Midwest School for Union Women Workers Women of Summer: Exploring the Past and Organizing for the Future July 24-28, 2016 in Chicago, Illinois Roosevelt University - Chicago

Roosevelt University in Chicago, Illinois, Labor Center hosted the 2016 Midwest School for Women Workers (MSWW). Sponsored annually by the United Association of Labor Education, this year's school is held in cooperation with the Illinois Federation of Labor, AFL-CIO, with financial support from Berger-Marks Foundation and Coalition Labor Union Women (CLUW). I received a \$500 scholarship from CLUW, a \$150 scholarship from Berger-Marks foundation, and St. Louis Gateway District Area Local provided transportation.

The school provided high-quality labor history education and representation skills. There were union women from bi-state transit, women in skilled positions (construction workers), and the postal industry (carriers and clerks).

I attended classes that covered FMLA, protected law, and organizing women's committees. Both seminars proved to be very beneficial for me. I plan to use the skills I learned for the betterment of the St. Louis Gateway District Area Local POWER (women's committee). The instructors helped me understand the labor history of Illinois and the vital role women played as spokeswomen for the union. The union movement dates back to the 1920s. During that time many women were jailed and some even died for equality. Ask yourself, how many people would be willing to lay down their lives for union ideals?

After attending the organizing women committee workshop seminar, I had to ponder on gender/race vs. politics. Post Office Women for Equal Rights (POWER) is an organization for the development of women leaders within the APWU. It addresses different topics for women within the Postal Service. One of the main objectives should be developing and mentoring women to increase their leadership roles in unions. We need more participation from women within our union organizations. Women need to be more aware of the different labor movements supporting the political candidates. Women need to focus on making a difference.

FMLA training basically provided a greater understanding of eligibility. It explained different absences that may be FMLA qualifying. The instructors explained employer and employees rights, responsibilities, and prohibitions under the FMLA Act.

Overall, the seminar was an enjoyable learning experience. Seeing the role women have played and continue to play in the labor movement was eye-opening.

YOU HOLD THE POWER

MOAN GROAN GRIPE BELLACHE
CRITICIZE CONDEMN CURSE FUSS
COMPLAIN WHIMPER GRUMBLE
REFUSE OBJECT DELAY TOLERATE
NEGLECT PROTEST WITHDRAW
WHINE IGNORE SUFFER OR VOTE

Last Day to Register
for November Election
is October 12



& VOTE

REGISTER

Apathy

By Shelia Patton Harris

In August, we held the local election for union officers. Out of the 1,400 ballots that were mailed out, we only got back less than 500. Do you, the members, not care about the local that represents you in matters concerning your wages, hours, and working conditions? If you get fired, have certain financial issues, get discipline or any number of problems that could come up, do you care who handles these issues?

It would have taken you a matter of minutes to check the appropriate box on the ballot, put it back in the envelope and drop it in the mail. It is really quite sad that so few of you took even that little bit of time to vote. For those 400 or so members who did take the time, thank you. You have played your part in deciding who runs the local. For the majority of those apathetic members who could not or would not take the time to vote, you need to do better. You have to get out of the mind-set that someone else can do it. This is your local. It does not belong to the officers and stewards.

It belongs to you. We need everyone pulling together.

The local marched in the Labor Day parade. Some unions had 200 members show up for the parade. The letter carriers had 30-50 members come out to march and show their union pride. The APWU had 11 people in the parade and four of them were children. **We** are one of the larger local unions in the St. Louis area yet we can't get 20 people to be in a Labor Day parade.

All is not lost. You will be given another opportunity to show some solidarity with your local. We are going to participate in the Veterans Day parade this year. Let's honor the men and women who have served this country. Also, the local is putting together a booklet on all of our veterans. Please call either Greg McNeece (314) 436-4993 or Gene Hollenbeck (314) 231-7665 to be included.

If you are interested in becoming a steward or just want to know more about the contract that governs your work life, a new steward training class

will be offered in the coming weeks. Even if you have no interest in becoming a steward, the class is informative. You will learn what management can and cannot do, the particulars of contract language and other tools that will make your postal career more meaningful. Remember, knowledge is power.

Management is cracking down on cellphone usage. They are prohibiting the use of cell phones as music players. You can only listen to music on an MP3 player. We are asking members to bring the VOE survey over to the hall. Their names will be entered in a drawing. Several MP3 players will be offered as prizes.

I don't want to sound like I am preaching. But the importance of your participation in the local cannot be stressed enough. When Hitler decided to take over Germany, one of the first things he did was outlaw and destroy labor unions. He understood the power a strong union possessed and he did not want to have to deal with people organized for a cause.

"The price of apathy towards public affairs is to be ruled by evil men."

— Plato



Labor Day Parade Participants

Happy Birthday APWU

By Kymerlie Calmise

The week of August 22-August 26 in Orlando, Florida, was not about Mickey or Minnie Mouse, but it was all about the APWU National Convention. I had the privilege and pleasure of being a delegate to the convention. The theme was Fighting for Justice. In addition we were celebrating the 45th birthday of the American Postal Workers Union. APWU was formed after the postal strike and has constantly fought for the betterment of its members.

The convention was informative and very interesting. On the first two days we discussed, debated and voted on various resolutions that could have a positive impact on our future as postal employees. Topics covered included PSE health care, proper filling of vacate assignments, proper training for bulk-mail clerks at the station, allowances for work shoes and many more. This was during the pre-convention workshops.

On Monday, the convention began in earnest. There was intense debate on issues pertaining to the retirees. These issues included the amount of union dues to be paid by retirees and whether or not they would have a voice on the convention floor.

Another hot topic pertained to support services. They were passionate about getting a national business agent. They did not feel that they were getting proper representation, often referring to themselves as the "step children of the union." Happily, they were able to get the much needed NBA position. Way to go support services.

As a whole, it was a week of good business and as a first time delegate I learned a lot about the process and got a behind the scenes look at what goes into negotiating the contract. I look forward to attending the convention in 2018. Until then Happy Birthday APWU!

Voice of the Employee RAFFLE

Turn your survey in at the
Union Hall or to a steward
To be entered in a
Raffle for some great prizes

Just Say 'No' to Postal Pulse

Say no to the Postal Pulse Survey. The APWU and the USPS recently agreed to proper staffing on the automation machines. The agreement calls for two MPC clerks on a machine, but our St. Louis management team states only that they will do their best to staff with two clerks, not that they will. To quote our senior plant manager, "The people at headquarters (postal) need to lose their ink pens." I would say that is a good indication that he does not agree with the settlement. However, he still wants all of us to become engaged in our jobs, although from the statement he made, he and his staff will not become engaged in complying with the recent DBCS agreement.

As I have said in past articles, most of the management team in St. Louis is here only to punch their resume and move on. This talk of becoming engaged is a smoke screen and is the company line that they have to say. If it were not true, you would see employees being treated like people and their ideas and suggestions would be taken seriously. But we know from reading the results of the last survey that the service does not care for its employees as people and does not take their ideas or suggestions seriously. St. Louis is a sample of what is going on all over the country in regards to how management treats its employees.

Therefore, I ask you to bring your unopened or blank survey to the Union Hall or give it to your steward and you will be entered in the Pulse Raffle where you could win a great prize. We will even have MP-3 players to give away so you can observe the new policy on the workroom floor dealing with "no cell phones for music." And even better, we are introducing a new category of prizes, the management category. The reason for this is simple. I was in a meeting with a manager and they called the Postal Pulse a "Dog and Pony Show." So I do not believe that many management personnel care for the survey either, therefore, we are offering them a chance to win a prize too, in their own category. Of course this will be done with the strictest of confidentiality so their names and prizes will be kept secret. Otherwise we wouldn't get any participants from the other side. So, when you see your supervisor or manager, tell them to mail their survey to me, Fred Wolfmeyer, to be entered into the management raffle for the Postal Pulse Survey ... they will not be disappointed.

**DON'T TAKE MY PULSE,
I GAVE IT TO THE UNION!**



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

Justin Hubbard

Son of Sharon Hubbard
Retiree

Charles Szczepanik

Maintenance employee

Benjamin Malawey

Son of Stanly Malawey
Retired VMF mechanic

George Black

Tour 3 Automation Expeditor

Lois Bland

Sister of Helen Eland
Tour 2 FSM Clerk

Dorothy Mae Ford

Mother of Cheryl Ware
Tour 1 Flat Clerk

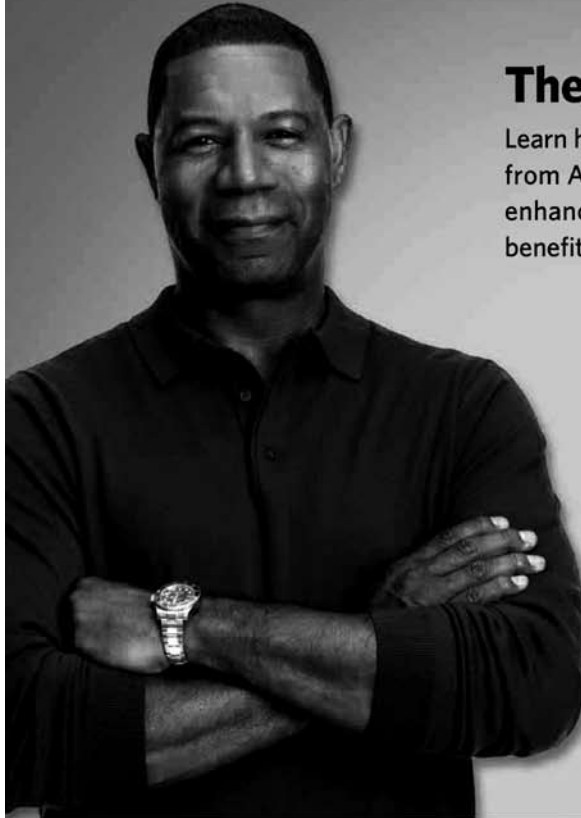
Karen Meyer

Sister of Larry Kirchoefer, Jr.
Retiree



- | | |
|---------------------|----------------------|
| Allen, Mark | King, Marvin |
| Banks, Keith | Peek, Kimberly |
| Brooks, Elysha | Poklis, Judith |
| Burks, Jerac | Rickman, Vageena |
| Canady, Kevin | Simmons, Annette |
| Deem, Alison | Stephens, James |
| Duke, Darrin | Stokes, Kristian |
| Eckstein, Carolyn | Thomas, John III |
| Elijah-Ford, Ruthie | Tittsworth, Lorissia |
| Gray, Stephanie | Tyler, Sophia |
| Harney, James | Whitford, Devin |
| Henderson, Helena | Williams, Elizabeth |
| Jenkins, Tameka | Works, Joseph |
| Jones, Anthony | Zeiger, Steven |
| Jones, Gerald | |

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Join Us to Honor Those Who Serve

APWU is marching in the

Veterans Day Parade!

Free Refreshments and T-Shirts

for those who participate

Contact the Hall at 314-231-7665

Show your union solidarity



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Shelia Patton-Harris ... Editor
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 Saturday: 7:30 a.m. - 4 p.m.

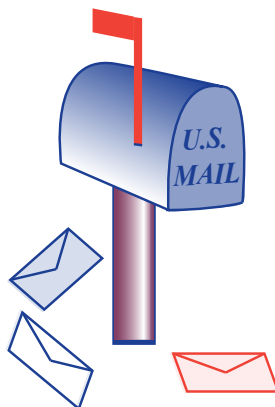
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 MVS ... 314-436-5027

GATEWAY LOCAL CALENDAR

<p>September 5 (Monday) September 7 (Wednesday) September 11 (Sunday) September 12 (Monday)</p> <p>October 3 (Monday) October 10 (Monday) October 12 (Wednesday) October 15 (Saturday) October 17 (Monday)</p> <p>November 2 (Wednesday) November 6 (Sunday) November 7 (Monday) November 11 (Friday) November 24 (Thursday)</p>	<p>Labor Day Holiday Executive Board Meeting (2 p.m.) General Membership Meeting (3 p.m.) Steward Training (9-11 am or 6-8 p.m.)</p> <p>PWBC Annual Meeting (4:30 p.m.) Columbus Day Holiday Executive Board Meeting (2 p.m.) General Membership Meeting (9:30am) Steward Training (9-11 am or 6-8 p.m.)</p> <p>Executive Board Meeting (2 p.m.) General Membership Meeting (3 p.m.) Steward Training (9-11 am or 6-8 p.m.) Veterans Day Holiday Thanksgiving Day Holiday</p>	
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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.