

Press On

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

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Management's Revolving Door

By Frederick Wolfmeyer, President

Greetings to my union sisters and brothers. Let me first wish all of you and your families holiday greetings. Happy Thanksgiving, Merry Christmas, and Happy New Year. Remember to take time with your loved ones and enjoy the holiday season. Our families are the most important people in our lives and our life away from them should be secondary. I have recently learned firsthand that life is too short, so we need to devote more time to those we love.

For my article in this edition of the *Press On*, I could have used an old article I wrote back when I was the craft director for MVS. It was a parody of Abbott and Costello's famous comedy routine, "Who's on first?" However, I decided not to do that and instead write a new article entitled, *Management's Revolving Door*. I decided to write this new article because I believe it better represents what the union has been dealing with here in St. Louis and in locals all across the country. I can also make you aware of postal management's business plan and their plan for dealing with the unions that represent the bargaining unit employees.

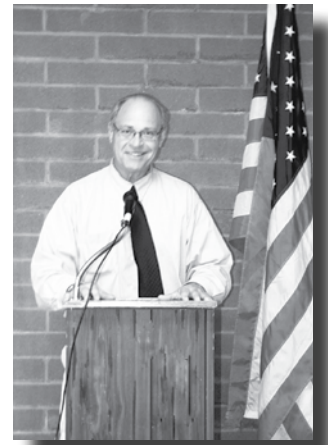
We all know what a revolving door is. They are usually installed in large office buildings or department stores and are placed in the middle of the building entrance right between two single pedestrian doors. Think back to the old Famous-Barr department store in downtown St. Louis. The entrance on Olive Street was set up with a revolving door and pedestrian doors on each side. I remember as a child playing in the revolving door, going around and around until my mother or a store clerk would grab me and pull me out of the door. Other kids would do the same, sometimes stopping the door completely to aggravate shoppers and then run so they would not get caught by their parent or a clerk. The point here is the circular motion of the door

with people constantly going in and out, seemingly non-stop. There is an old adage that refers to the revolving door as a symbol of workplace instability or short lived careers. It states that company XYZ has a revolving door when it comes to retaining employees because they have as many going out as they have coming in.

This adage brings us to my article and management's revolving door. It is nearly impossible to establish or grow a working relationship with any member of management because of the constant movement of employees in management positions within the post office. Each time I hear of a management or EAS employee being promoted into a vacant position, it seems they hold that job for a few weeks and then get detailed into another position in another facility, installation, or city. Whether it is a postmaster, HR manager, district manager, in-plant support manager or a station manager, no one stays in a position long enough for the union to establish any type of rapport with them.

After attending the APWU President's Conference this last June in Kansas City, it was mentioned at the conference that this seems to be a plan of the service. Keep moving managers and/or supervisors in and out of positions, making sure that the union cannot establish any type of working relationship with anyone in management. In other words, keep everything in a constant state of flux. Delay all grievances; deny all grievances; and if a settlement is proposed, try to mitigate and settle for much less than what the grievance is worth. After this, violate the contract again and follow the same process once more. This, from what I have experienced, appears to be the message to the field from upper management in Washington, D.C. Stop and think. Just over the last three years, how many people in management have come and gone through that postal revolving door? How many have been detailed and have never returned? Keep management personnel going around and around in the revolving door which will in turn enable management to deny, delay, and mitigate and never truly resolve any issues.

The union will continue the fight; continue the struggle on your behalf. In the meantime, I once again wish you all a happy, joyous, and safe holiday season.



From the Desk of the Executive Vice President

By Gene Hollenbeck



It is time for the holidays once more. I would like wish everyone happy Veterans Day, happy Thanksgiving. I hope you have a merry Christmas, and a happy New Year.

Time to get ready for next year's vacation. The notice has been sent out. The vacations grids have been prepared and given to management. Selections should start soon. Check with your union steward to find out when they will get to you. Vacations are scheduled by section and tour in seniority order. The number of employees allowed off each week will be determined by the number of career employees in the section.

According to the LMOU St. Louis installation: the clerk craft and MVS craft vacation periods start the first

full pay period in January thru Friday of the first week of December.

Maintenance craft has the entire leave year.

All career employees, at their option, may request two selections during the choice vacation period of either five, or 10 days, or one selection 15 days. Selections of 10 or 15 days must be continuous.

Employees with zero to less than three years will receive two weeks of vacation.

Employees with three years to less than 15 years will receive four weeks of vacation

Employees with 15 or more years will receive five weeks of vacation.

For the newly converted employees, annual leave is available the first

full pay period in January. This means that the annual leave that you will receive for the year will be available for you to use effective January 9, 2016.

The recently converted career employees were sent a pref sheet to select assignments. This was done because when they were converted, they were converted as unassigned FTRs. The assignments that they selected from were residuals positions that had been posted and no one bid on them. All of these positions were verified by the union as residual bids. There are still residual bids that are available, which means there is a need to convert more PSEs. We will actively pursue the next conversions.



Industrial Relations Report

By Melvin Sanders, Director of Industrial Relations



The APWU and its retiree chapters are closely monitoring a bill in the House to calculate the pensions of federal and postal employees from their best earning (high) three years to their best earning (high) five years of service. The Congressional Budget Office has estimated the formula change would save the government \$3.1 billion over 10 years. That should be enough to fund the colonization of Mars.

While proposals of this kind have been considered since the 1970s, the fact that this is a stand-alone bill — not part of a package of reforms — means that it may have a greater chance to be considered this time.

What Those Still Working Should Know

The Office of Personnel Management (OPM) has provided encouraging news about the rate at which OPM is

processing applications for retirement. They know that the backlog of processing applications will never be zero because they get applications in every day and they put out completed work every day. It takes more than just a stroke of the pen to get the work done. Some work is going to sit there until it's completed or until more information is received from the applicant.

Back in August, 69.9 percent of retirement applications were completed in fewer than 60 days. Most cases that did not meet the 60-day goal were missing information so they couldn't be processed within the time frame. So if you don't have a couple of month's income to pay necessary bills, maybe it's not time to retire yet. That 440 hours of annual leave you could have saved sounds pretty good about now ... heh?



Stand Up for Safe Jobs!

Fact Sheet #1

Know Your Contractual and Legal Rights

Collective Bargaining Agreement Article 14: Safety and Health:

"It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force."

POSTAL HANDBOOK EL 814:

Postal Employees Guide to Safety

"The Postal Service is committed to providing its employees and customers with a safe and healthy environment and complying with applicable safety laws and regulations."

POSTAL HANDBOOK EL 801:

Supervisors Safety Handbook

The Occupational Safety and Health Act requires employers to provide a safe and healthful workplace free of recognized hazards and to follow Occupational Safety and Health

Administration (OSHA) standards. Employers' responsibilities also include providing training, medical examinations, and record keeping.

EMPLOYEE & LABOR RELATIONS MANUAL (ELM) – CHAPTER 8

Safety, Health, and Environment

"The safety philosophy of the Postal Service is stated below:

- a. Any occupational injury or illness can be prevented. This goal is realistic, not theoretical. Supervisors and managers have primary responsibility for the well-being of employees and must fully accept this principle."

The Mission of OSHA

(Occupational Safety & Health Administration)

OSHA's mission is to "Assure so far as possible every working man and woman in the Nation safe and healthful working conditions."

HERE'S THE BOTTOM LINE:

Everyone has the right to leave work in one piece.

Management has a legal and contractual obligation to provide a safe work environment.

Next Up: Fact Sheet #2 – What you can do!

JOIN THE FIGHT FOR SAFE JOBS!



Editor's
Corner

By Shelia Patton-Harris




Inspired by Kym Calmese

A lot of our senior employees have retired or moved on to new things. That leaves us with quite a few newer employees who just don't know or have not yet experienced the cruel and unusual acts of management.

The first thing you must know is that management is not your friend. Sure, they smile in your face and laugh and joke with you on the floor. So you think that you and the MDO are cool. You think your supervisor would never stab you right smack dab in the middle of your back. You would be wrong. When your friendly neighborhood supervisor gives you discipline, that's not being a buddy. You might even get the line, "Don't worry about it, I'll take care of it. You don't need to file a grievance." He or she might even pat you on your back and tell you all is well. **Don't be fooled.**

Whenever you are called into an office or into any unfamiliar situation, the first words out of your mouth should be "Get me a shop steward." Then you should **shut up** until the steward arrives. Don't say anything, don't write anything, wait for your steward. Remember, management is the one giving you the discipline so they are not trying to help you in any way, shape or form.

If you are told that you are getting a PDI, ask for a steward. The steward will be able to verify what is said in the PDI

and whether or not the correct procedures were followed. A PDI is supposed to be your opportunity to address a situation that might lead to discipline. Do not go into the PDI alone. Ask for a shop steward and, you guessed it, **shut up!**

Too many times an employee, unaware of their rights, has already admitted guilt, wrote a statement or simply bypassed the grievance process. Sure the supervisor told you he would take care of it, but without a paper trail you are out of luck if the supervisor leaves, dies, or simply forgets what he told you. Or, heaven forbid, he might just lie and say he never told you that. See now it's his word against yours. Whose word do you think will carry the most weight?

Everything in the post office must be in writing and documented. Eight months from now, if your new supervisor looks in your folder and sees that discipline that your old supervisor told you would be thrown out and there is no settlement, you lose out.

When in doubt ask for a shop steward. The supervisor will ask why you need a steward. You can say hours, wages, or working conditions, whichever applies to the situation. You do not have to go into specifics with the supervisor. Don't let management try to intimidate you. It is your contractual right to see a steward. You have the right to representation.

Never refuse a direct order. If management cannot get you to go along with

their program, the next step is a direct order. If you are told to do something and you feel the situation is not right, follow the supervisor's instructions and then ask for a steward. This is another time you should **shut up**. If there is a grievable issue, let the shop steward handle it. Arguing with a supervisor is not smart and can get you put off the clock. Don't make threats, use profanity, or talk about the supervisor's mama. **Shut up!**

Your co-workers probably know less than you. Don't rely on the advice of another clerk. Ask for a steward. If you listen to your co-workers and they are wrong, you will get the discipline not your co-worker. Say for example you ask your co-worker if you have to report for overtime when a draft notice is posted. They tell you, "No, you don't have to come." You don't come in and the supervisor gives you an AWOL charge. The employee who gave you the wrong information suffers no consequences for his goof.

The best course of action for **all** you newer employees is simple: Ask for a steward and remember to **shut up!**

I know telling grown people to shut up is not polite. But in this case being rude might make you remember this important information. Many former employees wished that they had been told to **shut up** before ending up out on the street without a job or postal career. Let a word to the wise be sufficient.

Associate Office Report

By *Becky Livingston, Associate Office Steward*



The holiday season is upon us! I can't believe how fast the summer and fall months have gone by but it seems like the "season" starts earlier and earlier every year. Amazon is up and running and they had indicated that they thought the "holiday" season for their company would start mid-November. Well folks, it seems as though the USPS is already seeing the results of the Amazon package service increases, which is great news for the USPS and our jobs, but it is hard to see it that way when we are still short-staffed in a lot of offices. Postmasters are still staffing according to normal deliveries. Last weekend offices were surprised by how much the volume had already increased and did not properly schedule clerks to get the job done.

Please remember, this is clerk work. Carriers are not known for their patience. They do not get to hover and continually ask when are you going to be finished? They do not get to "help" you finish the job. Believe me it is not out of their concern for how hard you have to work. We all know most carriers do not respect the clerk craft and we never are going fast enough to suit them. Lucky for us what carriers think doesn't have to concern us. We understand that they want to get to the street and start their day, but this is your job and you need to protect the clerk work. If you have a continuous problem with carriers wanting to help you out, please request to see a steward.

I am also receiving calls stating that postmasters and supervisors are either making improper scans themselves or are requesting that clerks perform box section scans and distribution scans before the work is completed. This is not allowed. Of course you would need to follow your last instruction, but you would then need to request to see a steward. Normally a visit to the office to address the problem corrects it because they know that this is falsification of reports and jobs have been lost for this violation. The bottom line is that once again jobs are on the line. Period. If P.O. box mail is supposed to be completed by 10:30 a.m., is scanned at 10:25 as showing that the work has been completed and you are still putting box mail up at 12:30 p.m., this is a problem. This is confirming to management downtown that the clerks are completing the assigned jobs and the hours budgeted for the offices are correct. Trust me folks this is happening. Several clerks are saying they are scanning when they complete the task even when they know the postmaster has already scanned. I'm sure they are deleting the second scan, but we have not had a postmaster

give any discipline regarding scans. Postmasters know that this is a violation and there are serious consequences if this practice is proven.

Please remember the "Follow your Last Instruction" rule. We are having discipline issued for conduct unbecoming/failure to follow instructions. One of my major concerns is that we have co-workers who are providing statements supporting management's position. This is unacceptable. If the issue does not involve you directly, please do not feed into management's mentality of pitting us against each other. Divide and conquer seems to be working in some of the offices. The idea that craft employees are working with management to possibly cost someone their job is a very serious problem. The union's position is that everyone deserves fair representation and, yes, I do understand that sometimes the disruption caused by a fellow clerk creates issues for everyone. Management has tools in place to handle these disciplinary issues. Time after time we see management let the problems get out of hand when all it would take is to address the issue at the time it occurs. Please make management do their job! Management gets other clerks involved and divulges personal information that has nothing to do with the performance of the daily duties of the clerks. This just makes matters worse.

If you have issues with postmasters, supervisors or co-workers please request a steward or give your steward a call when you are on break, at lunch or are at home. Please do not directly contact your steward when you are on the clock. This could cause you to receive discipline. The union would always advise that you let the steward try and resolve the issues. Please do not take it upon yourself to try to "fix" the problem. Nine times out of 10 you just make matters worse.

By now most of you have heard about the historic \$56 million settlement regarding 1.6.B violations that was happening across the country. Postmasters and supervisors were performing bargaining unit work like it was their job. This settlement is a big win for the APWU and our efforts in bringing the bargaining unit work back to our clerks. Before the end of December monetary awards will be issued to several PTF and NTFT clerks who were working in Level 15, 16 and 18 offices during the time frame of May 7, 2011, to December 5, 2014. The local APWU was not in charge of determining how the payments were calculated or who receives payment. I received a list of clerks who were to re-

ceive anywhere from \$4,905.16 to \$183.62 based on the amount of hours they worked during the designated times. I am working now to verify this list. Not an easy task, I can assure you. To all of the clerks who are non-members who will be receiving these payments, I encourage you to sign up. The USPS did not willingly settle this grievance out of the goodness of their heart. It took the APWU and a group of attorneys to get this hot topic issue resolved.

This is why the 1260 reports are so important. After the settling of the 1.6.B grievance the APWU agreed to take postmasters at their word that when they perform more than their allowed amount of bargaining unit work they will report it. Come on folks we know that not every hour is going to be reported, but it is up to the clerks in the offices to let your steward know when there is a violation. Please keep track of the amount of hours they perform, because there are no more 1.6.B violation grievances being filed unless we have reason to believe that the hours have not been reported for a designated period. In Level 15 and 16 post

offices, postmasters are held to 25 hours of bargaining unit work and in Level 18 post offices there is a limit of 15 hours of bargaining unit work to be performed during the course of the service week. When you go on vacation or are out on sick leave it is important to keep track of who is replacing you. This does not give the postmaster the right to perform more than their designated amount of hours per week.

While the APWU has had a lot of success converting PSEs to PTFs and creating NTFT assignments in Level 6 post offices, we still have a long way to go and offices are still shorthanded. Please help me help you. There have been 1,260 violation settlement payments issued to clerks and I don't see this stopping any time soon. Please let me know when your postmaster goes over their hours so I can continue to have clerks receive payment.

Please have a safe and happy holiday season and if you need to reach me with questions and concerns please feel free to call the Union Hall at 314-231-7665, my cell at 314-810-4099 or my email at becky@stlouisapwu.org.

Warning Clerks!

Please be advised that scanning of box section mail as up and finished when there is committed mail still to be distributed, can be considered fraud.

If you are doing this, **stop!**

If you are given a direct order to do this, ask for a union steward immediately.

If you are aware of a supervisor or manager who is scanning box section mail as done when in fact it is not, you need to notify your union steward/officer of this falsification at the Union Hall at 314-231-7665.

You may also report this fraud to the Office of Inspector General (OIG USPS) at 1-888-877-7644 or online at www.uspsoig.gov.

You can go directly to the complaint form at www.uspsoig.gov/hotlinenewforms.cfm.

You can submit complaints anonymously and you are legally protected by the Whistleblower Protection Act.

October MVS Town Talk

By Jeff Cooper, MVS Director



I would like to thank the MVS/VMF craft members who supported the annual APWU picnic. The picnic went well. To those who couldn't make it, we hope to see you next year.

I want to give my condolences to the members who lost love ones in the past months. I spoke with one of our MVS brother (Murphy, Vince). He is having some medical issues, but he is in good spirits and he wanted me to tell everyone hello. He plans to visit the post office and tell everyone hello personally.

Last week I was in Las Vegas talking to other locals that were experiencing some of the same issues that our local is going through. Local management has not used all their resources to keep the mail in-house.

About 80 percent or more of the drivers come to work and do their jobs with no problem. That grievances have to be filed to get these members simple things done is not right; a driver who comes to work every day had to file a grievance, "Management not bargaining in good faith" to get him paid for a grievance that is well over two years old. Another example was a "Non-Compliance Grievance" where management had a grievance that was in abeyance but stalled to pay.



When the members are faced with issues, whether it is discipline or contractual, you should contact a steward to get it resolved. Some members talk to management without a steward and this practice is not condoned by the craft director. If they give you something they will want something in return. This is how company snitches are formed.

Switching gears to the grievance portion of this article is to tell you that grievances are being filed to convert PSEs, OTDL issues and back pay for monetary issues. When a problem arises, submit your written statement to a steward and it will be handled. The grievance procedure must be timely — whether it is a dispute or discipline it requires prompt attention — so your grievance can be filed in the 14 day time limits. Exercise your Weingarten rights when talking to management or an official of the post office when the conversation may lead to discipline. If you are aware of a PDI being scheduled for you, you should be the one saying I need a steward present and if the steward you want is present at the time, request that steward by name.

The MVS craft received an Article 32 notification of subcontracting. The MVS craft is going to do everything possible to make sure that the work stays in-house. This may take some help from the members. I need you to come to the general meetings so you will know what's going on, pay attention to the information board in the swing room and also be the ears and eyes for the craft to ensure that our work is not leaked out and it stays in-house.

This year is approaching the end soon and we drivers have to make

some big decisions pertaining to vehicle bids and annual leave. On the annual leave, start asking your families to see what days or weeks are more important so that you can get the week you desire. As for the annual bids I don't know of any changes as of yet. Drivers who sign the OTDL should check the list on Wednesday, the day it is posted. Management should inform you of any changes made to the list after that. If your overtime is important to you, I suggest you glance at the list prior to clocking out. If you discover a problem with the rotation, you should inform management and the steward to try to correct it prior to your non-schedule day. If the problem you see is not addressed, the grievance process can sometimes take a while.

Nominations

for delegates to the APWU
2016 National Convention

will be held at the
February General
Membership Meeting.

The election of delegates
will be held on the
third Sunday in March 2016
at the Union Hall.,
1705 S. Broadway
from 6 a.m. to 6 p.m.

Support Services Report

By Orlando Anderson, Support Services Director



Hello again sisters and brothers of Support Services. Here is a picture of your National Union Hall located at 1300 L. St. NW, Washington, D.C., 20005. This is where we conduct contract negotiations.



From Oct. 12, 2015, through Oct. 15, 2015, I attended the APWU All Craft Conference held in Las Vegas, Nevada. The All Craft Conference is held every two years to provide training to union representatives pertaining to their respective crafts. This year, the training was provided by Support Services National Director Steve Brooks.

He gave an intense overview of all areas covered by Support Services. He gave a breakdown of each operation within each center. We have four centers under the umbrella of Support Services. Three of the centers contain both IT and accounting functions. The three are St. Louis, Mo.; Eagan, Minn.; and San Mateo, Calif. IT and accounting are different in that

they are responsible for different processes relating to each craft. For example, Eagan handles mainly payroll processes, while San Mateo takes care of accounts payable, and St. Louis is responsible for domestic and international claims, lost or stolen money orders and international accounts payable. Information technology, (IT) is set up similarly with each center being responsible for supporting different data bases, main frames, hardware and software support as well as the IT help desk that supports ACE, POS, RSS and e1412 computers that the window clerks use. The fourth center is located in Wilkes-Barre, Penn. and only houses IT personnel.

Our private sector membership was also discussed. A breakdown was given to explain where different hubs were located in the United States and how each company was different with regards to their own individual contracts. Finally he discussed our professional nurses and their contract.

Each of these nine contracts is negotiated by Steve Brooks.

Additional training was given on effective grievance writing and processing. We discussed situational grievances and challenges faced by each center. We had an open forum among all presidents, directors and stewards that allowed us to bounce ideas off one another in order to better serve and represent the membership.

On January 20, 2016, our current IT/AS contract will expire. I do not expect us to have a new contract by January 20. I do not expect to have another two to four year delay as we did when the 2007 contract expired. The outcome will be mostly dependent on

the main table agreement. We put together combined proposals for the upcoming contract negotiations. Each proposal submitted by each center was discussed in detail. We voted on whether or not we should move forward with each proposal. Not a single proposal was voted down. Some had to be adjusted for proper language and was put into the proper format by Mr. Brooks.

On October 28, 2015, Steve, the other three center presidents and I introduced our non-monetary proposal to the Postal Service in Washington, D.C. On October 29, the Postal Service introduced their non-monetary proposals to the union. Since negotiations are underway, I'm not allowed to discuss the proposals. Monetary proposals will be submitted at a later date pending the outcome of the main APWU contract. I am tentatively scheduled to return to D.C. on December 7, 2015, for further negotiations. I will keep you informed as things progress.

HAPPY
THANKSGIVING



All-Craft Conference Las Vegas, Nevada



Interesting Postal Facts

- There is still one route left in the country where mail travels by mule. Supai, Ariz., is inside the Grand Canyon and only accessible by foot, pack animal, or helicopter. For mail service, the most cost-efficient of these three choices is "pack animal," so mules make the 8-mile trip to deliver mail, food and supplies to the Native Americans who live on the Supai Reservation.



- Before he became president, Abraham Lincoln was a postmaster.
- The phrase "Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed round," is not the USPS motto. The Postal Service has no motto.
- The Postal Service has an unofficial mascot: Owney the well-traveled terrier. He rode around in trains with the mail. In 1897 he was put to sleep after he bit someone. You can pay your respects.



Following his death in 1897, Owney's body was carefully preserved. Owney is currently on display at the Smithsonian National Postal Museum (NPM) in Washington, D.C.

"OwneyDog" by Sueswim03 at English Wikipedia - Transferred from en.wikipedia to Commons by Liftarn using CommonsHelper. Licensed under Public Domain via Commons - <https://commons.wikimedia.org/wiki/File:OwneyDog.jpg#/media/File:OwneyDog.jpg>



Margaret Cherry retires from the Maplewood Post Office with 37 years of service.



Lionel Ward retires from the North County Post Office with 35 years of service.



Beverly Brown retired from Jennings with 32.5 years of service.

it's a *Baby Girl*

Our long-time hardworking secretary at the Union Hall, Nancy, has a new grand baby,

Ella Grace

She was born
October 9, 2015, at 11:25 a.m.
Weighing in at 7 lbs. 7 oz. and 19" long.
Ashley and Cody are the proud parents
and Jack is the "big brother."

 A decorative graphic with a black and white chevron background. It features a white scalloped border containing text and a small illustration of a giraffe.

Do you owe Missouri taxes?

PLEASE READ!

Missouri department of revenue Tax amnesty program ends November 30, 2015

What is tax amnesty?

Tax amnesty is an opportunity for individuals and businesses to pay unpaid taxes that were due on or before December 31, 2014, without paying any interest or penalties. The tax types eligible for tax amnesty are consumer's use tax, corporation franchise tax, corporation income tax, employer withholding tax, fiduciary tax, individual income tax, sales tax, and vendor's use tax.

When is tax amnesty being offered?

Tax amnesty will begin on Tuesday, September 1, 2015, and will end Monday, November 30, 2015. The signed notice or application and all tax amnesty payments must be postmarked by Monday, November 30, 2015.

How do I participate in tax amnesty?

The Missouri Department of Revenue will mail an amnesty eligibility notice beginning the last week of August 2015 to known individuals and businesses that qualified for tax amnesty. You can return your amnesty eligibility notice with full payment after September 1, 2015.

If you believe you qualify for amnesty, but do not receive an amnesty eligibility notice from the Department of Revenue or the form is unavailable for submission, the **Missouri Tax Amnesty Application (Form 5607)** will be available at <http://dor.mo.gov/> beginning the last week of August. Your application or eligibility notice must be postmarked by November 30, 2015. You must file a separate application and payment for each delinquent tax type.

You will not be granted tax amnesty if you fail to submit a complete application, or if your application or eligibility notice is not signed, or full payment is not postmarked by November 30, 2015.

Am I eligible for tax amnesty?

- The account is pending in a civil, criminal, or bankruptcy court;
- The account is under criminal investigation by the Missouri Department of Revenue;
- The delinquencies consist solely of lien fees and returned check charges.

How do I pay?

Personal check, money order, credit or debit card, electronic check or cashier's check made payable to the "Missouri Department of Revenue" will be accepted. Any check that does not clear and is not "made good" by November 30, 2015, will make you ineligible for tax amnesty. You may

submit your electronic check, credit or debit card payment using American Express, MasterCard, Visa, or Discover, **online** or by calling (888) 929-0513. Fiduciary tax must be paid with a check or money order only.

A convenience fee will be charged to your account by the credit card processor if you choose to pay by electronic check, credit or debit card. If you are making payments for more than one tax type, separate payments must be made for each tax type.

What happens if I owe delinquent taxes but don't pay during tax amnesty?

Additions to tax and penalties remain due as provided by statute, and interest will continue to accrue on the unpaid tax. The department will continue to pursue all delinquent liabilities through all collection methods allowed by statute including lien and garnishment.

What is not eligible for tax amnesty?

Additions to tax, penalties, and interest paid before the beginning of tax amnesty are not part of tax amnesty and will not be waived. Returned check charges, lien fees, and any delinquency due after December 31, 2014, are not eligible for tax amnesty. All delinquencies, whether eligible or ineligible, must be paid by the end of the amnesty period in order to be in compliance with amnesty requirements.

How does tax amnesty affect my payment agreement with the Department of Revenue?

If you are currently in a payment agreement with the Department of Revenue, the remaining additions to tax, interest, and penalties will be waived if you complete the amnesty application or eligibility notice and pay your outstanding tax balance before the end of the tax amnesty period. If your current payment agreement includes payments drafted via electronic funds transfer (EFT), please contact us at (573) 751-7200 to discuss participation in the amnesty program. You are still required to submit a Missouri Tax Amnesty Application or Amnesty Eligibility Notice.

How does tax amnesty participation affect my future tax requirements?

Failure to remain in tax compliance for eight years from the end of the Tax Amnesty Program will void this agreement. Any penalties, additions to tax, or interest previously waived under amnesty will be due immediately.

Participation in the 2015 Tax Amnesty Program excludes participation in future amnesty programs.

Basic Job Rights of APWU Represented Postal Employees

By Staney Slupik

(Part Two)

2. **You have the right to make more money.** If you need more money for any reason, there are various ways to go about this.

- a. If you are a full-time employee, you can get on the overtime desired list (ODL). Being on the ODL gives you a greater right to overtime opportunities in your section.
- b. If you are a full-time employee, you can volunteer to work the three days of the holiday schedule. These elections are made by seniority on your tour and section.
- c. If you are a full-time employee, you can bid to a job in which the scheduled hours of work are between 6 p.m. and 6 a.m. You are paid an additional “night differential rate” for any hours worked during that time.
- d. If you are a full-time employee, you can bid to a job which the scheduled days of work include Sunday. You are paid an additional Sunday premium, which is 25 percent of your normal, straight-time, hourly rate for all hours worked on Sunday. In addition, if your scheduled tour of duty includes any part of the 24 hours of Sunday, you receive the Sunday premium for all 8 hours of the tour of duty.
- e. If you are a full-time employee, you can bid on a job that pays a higher level.

3. **If you are a full-time employee, you have the right to bid and/or apply for jobs that you prefer to your own.**

Bidding rights are different in each office. You should see your steward for details. All bids must be posted in designated areas for 10 days, in every office.

4. **You have the right to take leave covered by the Family and Medical Leave Act.** This leave cannot be cited in discipline. FMLA leave can be sick leave, annual leave, and sometimes LWOP, depending on the circumstances. It can be taken for several reasons:

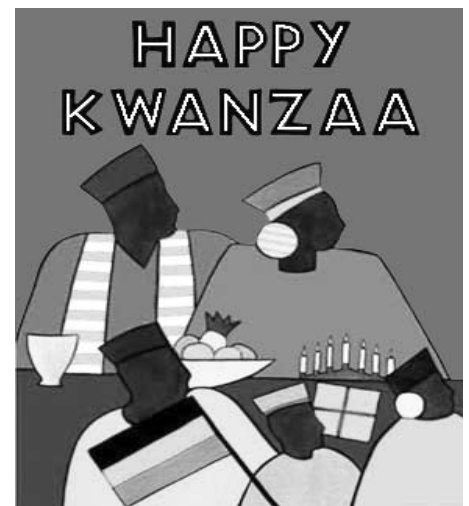
- Your own serious illness or injury.
- For a chronic illness that you have.
- Pregnancy or adoption/placement of a child.
- To care for an immediate family member with a condition described above. An immediate family member is defined as a mother, father, spouse, or child under 18 years old unless the child is permanently incapable of caring for him/herself.

There are a few other reasons for which FMLA can be taken. For more information, see your steward.

5. **You have the right to take up to 80 hours of sick leave per calendar year to care for a member of your immediate family who is ill or injured.** This is called “dependent care.”

6. **You have the right to a vacation and to incidental annual leave.** These provisions are found in the Local Memorandum of Understanding for your office. The National Agreement guarantees that every employee in every office will receive a vacation. The choice dates of vacations are determined by employee seniority. You may not get your first choice of dates, but you are entitled to a vacation.

More employee basic rights will be covered in the next edition of the *Press On*. If you have questions, contact your shop steward.



Are You Happy?

By Jim Gabe

Are you happy with your union? Are you happy with your local? Are you happy about ... well ... anything? If you are **not** happy, that can be a good thing. It can be the motivation for you to change the things you can.

For example, I have known many union officials who got involved with the union precisely because they were unhappy. Some were unhappy because they didn't win their grievance. Some were unhappy with the way their steward handled their grievance. Some were unhappy because they only had a gripe, not a grievance.

But all these individuals chose to **do** something about it. They **chose** to make a difference. They got involved with their local instead of withdrawing their membership. Some became stewards: some ran for office; others created newsletter for their local or became editors.

What they did **not** do was sit around and complain to anyone who would listen about how "the union" did this or that to them. They saw a need in their local for a better steward, officer or editor, and they **did** something about it.

The reason I got involved was not because of something that happened to me, but because of all the injustice I could see happening around me. I had never even filed a grievance before! But after seeing my best friend get a letter of warning that was totally unjustified, my mind was made up. Somebody had to tell management that enough was enough.

We need for good people to become stewards. Lots of people have tried to be stewards, but few have what it takes. It's not a job that everyone can do. You need equal parts of

compassion, drive and fearlessness.

But if you don't really like people or care about justice on the floor, you won't make it. Becoming a steward just so you can burn management or a coworker is not the right reason to volunteer. You won't last and **you** will end up being the one who gets burned.

Stewards don't get paid by the union — they get their regular salary as a postal worker. All they have to do is clock over to "steward time" so the hours they spend representing you

don't affect the productivity of their units.

And that's how it should be: management creates nearly all the problems, so it is right that they have to pay to resolve them.

If you are not happy with the representation you are getting, it is time for you to do something about it. Come to a union meeting and express your concerns. Sign up for steward training and find out if you have what it takes to be a steward.

Partially reprinted from The Spectrum



Celebrating the holidays as a community!

The holiday season is upon us once again.

HOLIDAY FOOD BASKET

Show your love for your fellow man by bringing non-perishable food items to the Union Hall between now and December 15, 2015.

Food baskets for the needy will be assembled and distributed.

Let's bring holiday cheer to those less fortunate individuals in our community.

Please give.

Help us fill the baskets!





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

Joyce Jennings
Mother of Floyd Jennings, MVS Shop Steward

Oscar Perry
Father of Zylvia Perry, Clerk at Maplewood

Terrell Tolliver
Brother of Connie Bluett, Clerk at University City

Pearl Dooley
Mother of Thomas Dooley

Alma Blount
Sister of Annette First

Richard Thomas Sr.
Father of Richard Thomas Jr., MVS driver

Mae Francis Shelton
Grandmother of Robin Nichols

Marco Hughes
Grandfather of Danielle Hughes

Charlesetta Price
Mother-in-law of Gale Smith

Virginia Pezold
Sister of Millard Hollenbeck, Executive Vice
President of St. Louis Gateway District Area Local

If anyone's loss was not printed, please forgive me. In some cases the information is not provided to me, so it did not appear. You are also in our prayers and thoughts.



Abernathy, Jermain
Anderson, David
Barnes, April
Beasley, Brittany
Beatty, Mignon
Boggs, Loida
Boleyjack, Angelette
Brack, Traina
Brison, Natosha
Brooks, Kierra
Burrage, Juanita
Campbell, Zsakhira
Cason, Schon
Clark, Karmyn
Coats, Wakeela
Conner, Tymeka
Crump, Pharez
Cunningham, Carla
Dalcour, Daralyn
Dantzler, Marisa
Dauer, Bonita
Dodge, Whitney
Duckworth, Jasmine
Duncan, Jeanine
Dunn, Leanna
Ellerman, Erica
Fingers, Stephenie
Foster, Dante
Frazier, Patrease
Gayfield, Ahmena
Goins, Alexandria
Gordon, Terrell
Gray, Adrienne
Halasey, Robert
Haley, Birdine
Hatchett, Monica
Hazelip, Tyler
Henderson, Falencia
Herrion, Ervin
Hogan, Glenda
Hogans, Remington
Hudson, Lateycia
Hulsy, Latasha
Jefferson, Kimberly
Jenkins, Judy
Johnson, Patsy Ann
Johnson, Philita
King, Britney
Kitchen, Thomas
Lambus, Tiana
Lane, Alexis
Lane, Chasity

Love, Rebekah
Maytubby, Brandon
McCullum, Sharyld
McCullough, Dorrone
McKeever, Joy
Michaud, Nicholas
Miller, Sharon
Moore, Jasmine
Moore, Kierra
Morgan, Arnolia
Morten, Victoria
Mosley, Ariana
Overschmidt, James
Penton, Cawana
Penton, Kajuan
Prater, LaQuita
President, Davince
Price, Britney
Rajvinder, Cahuhan
Randle, Antwanette
Roberts, Courtney
Robinson, Richard
Schaeffer, Edwin
Scott, Edwin
Shanks, Lisa
Short, Kevin
Sims, Champayne
Sims, Deshane
Smith, Grace
Smith, Mario
Smith, Rodney
Smith, Toni
Smith, Trevor
Struble, Nathan
Sullivan, Tiffany
Taylor, Johnita
Taylor, Regina
Thiel, Nichole
Thomson, Lisa
Turner, Alisha
Warren, Victoria
White Melissa
White, Damisha
White, Joshua
White, Precious
Wilbanks, Michael
Wilkins, Herman
Williams, Angela
Williams, Bobby
Woods, Leslie
Young, Anishkan
Young, Antiwine

CHRISTMAS RAFFLE

1st prize \$250

2nd prize \$200

3rd prize \$150

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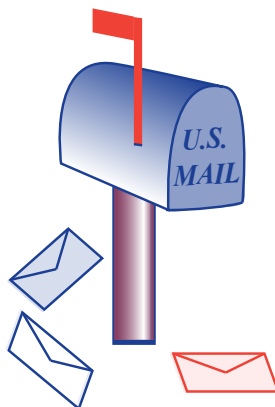
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Saturday: 7:30 a.m. - 4 p.m.

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

GATEWAY LOCAL CALENDAR

November 4 (Wednesday)	Executive Board Meeting (2 p.m.)
November 8 (Sunday)	General Membership Meeting (3 p.m.)
November 9 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
November 11 (Wednesday)	Veterans Day Holiday
November 26 (Thursday)	Thanksgiving Day Holiday
December 9 (Wednesday)	Executive Board Meeting (2 p.m.)
December 12 (Saturday)	General Membership Meeting (9:30 a.m.)
December 14 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
December 25 (Friday)	Christmas 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.