

Press On

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

Volume 92 Issue 1



January/February 2014

HOPE



By Frederick Wolfmeyer, President

Happy new year to all my union sisters and brothers of the St. Louis Gateway District Area Local/APWU. I have entitled my first article of 2014 with a word that has given many people strength and fortitude throughout history. Whether it be the early Christians who were persecuted for their beliefs; or those people who were unjustly enslaved in our own country; or those who fought for justice and equality in the early days of the labor movement; or the Jews in the Nazi war camps; or those fighting for civil rights in the 1960s here in the USA. The list could go back further and could be more recent, because there has been strife, inequalities and persecution all through history and sadly up to present day. But many of the downtrodden persisted and achieved their goal because they did not give up hope. As Andy Defresne said to Red in the movie *Shawshank Redemption*, “Remember, Red, hope is a good thing, maybe the best of things and no good thing ever dies.” So as we enter into this new year of 2014, let us keep our hope alive.

However, hope without action will not help us achieve our goal(s). Simply sitting back and waiting is a false hope that someone else will take the initiative and we will benefit from their actions. This is a plan of inaction and is doomed to fail. We must become active and persistent in our efforts so that we can affect change in the Postal Service. I will not go into the reasons why the Postal Service is in such a terrible financial position because I think you all know about the pre-funding mandate and what it costs the service each

year. The service has made cuts where needed and now is attacking and cutting in areas where it should not, such as processing plants, door delivery, and career employees. We have shouted the message loud and clear to Congress and yet nothing has been done legislatively to help the service or eliminate the pre-funding mandate that is dragging it down. Did you know that the Postal Service turned a \$600 million profit this past fiscal year? That is a fact, but with the pre-funding mandate, that money was eaten up and only the deficit was reported by the press. Without the mandate, the Postal Service would have finished its fiscal year with a \$600 million surplus.

Most of the American public believes that the service is on the brink of bankruptcy and is at this brink because of its labor force or better stated, its unions. This is the message the postmaster general continually puts out to the press, it goes like this, “We need to do a better job of cutting costs and 80 percent of our expenses are our labor costs.” As soon as he says “labor costs,” the public thinks union costs, and this is not true. The labor costs the PMG is speaking of — you know the 80 percent — includes his salary and benefits and that of all of management. Management and bargaining unit salaries and benefits make up the 80 percent “labor costs.” Neither the press nor Congress sees this and therefore this 80 percent is put solely on the back of the bargaining unit.

What can we do? I think we need to change our direction and focus. How can we do that you ask? I think the man of the year for 2013, Pope Francis, said it best. “Let’s not preach the problem, but instead preach the solution.”

Perhaps this is what taking action means. In other words, let's focus on what to do and have hope, rather than focusing on what is wrong and losing hope by constantly complaining. It is important to write to our congressmen and senators, but let's not stop with them. I have spoken at the St. Louis Labor Council about the Postal Service problem, but I can do more too by not stopping there and taking our message to other groups in the labor movement. This year, I am asking for your help and assistance in these efforts and the efforts at your workplace. We need, as a union, to take our message to our friends, families, churches, clubs, etc. And in the workplace we need to challenge management and our co-workers to protect our work. I visited the plant on Friday, December 27, 2013, for a PDI. I arrived early so I walked the floor and spoke with some of you and observed a couple of supervisors performing our work. I said something to both and they stopped, but I know that after I left they probably started doing it again. This is where I need your help. Currently, the union has filed grievances to have excessed clerks retreated because there are several residual vacancies. These retreat rights must be offered before the union can take action on trying to get any PSEs

converted to career. The message from the plant manager remains the same, "My numbers are good. You need to have your clerks stop taking off work." And yadda yadda yadda. You can help by challenging management and protecting your work. Let's conduct a "Work-In." Since the plant manager complains about people calling off, then let's set a day when everyone, yes everyone, comes to work. Can you just see what would happen if we were able to take this action? With everyone at work, the plant manager, supervisors, and managers wouldn't know what to do. Not only would they not be able to do our work, they would think the union and its members were up to some type of conspiracy and would spend the entire tour trying to understand what was happening. I only hope we could pull off such an action.

In closing, I will continue to hope. Hope for change and hope for legislation. We know there is work from last year that is not completed, and this year will be even more challenging than the last. I will take our message to many more organizations and I will continue to fight management on your behalf. My hope is that you will help me by doing the same. Let's preach the solution and not the problem, put your hope into action.

Retirement Seminar

**Saturday, January 25, 2014
10 a.m.**

**at the Lift for Life Academy
1717 S Broadway**

**RSVP to:
1-877-669-1618
email - KRourkebsa@gmail.com**

Refreshments will be served

**Nominations of Delegates
to the
National Convention
will be held at
the February 8, 2014
General Membership Meeting**

**Voting will be on
March 16, 2014
at 1705 S. Broadway
from 6 a.m. to 6 p.m.**



Vice President's Article

By Gene Hollenbeck

I hope everyone enjoyed their holidays, but the holidays are over, now it is time to get back on track.

Let's talk about the clerk craft bid process.

To start with bids are posted by management for 10 days. Within 10 days of the closing date, a notice listing the senior or successful bidder(s) and their seniority date(s) shall be posted. The senior qualified bidder meeting the qualification standards for the position shall be designated the "successful bidder." If a deferment period is required, the employee will be designated as the "senior bidder." (*Article 37.3.F.1.a*)

An employee will be limited to five senior unsuccessful bids during the duration of this agreement. (*Article 37.3.F.1.b*)

A senior unsuccessful bid is one on which the employee is designated the senior bidder and, due to withdrawal, failure to qualify, or other voluntary relinquishment of the employee's rights to the duty assignment, does not become the successful bidder. If an employee exercises an option to withdraw in order to accept a duty assignment on which the employee remains a live bidder, such withdrawal does not constitute a senior unsuccessful bid. (*Article 37.3.F.1.c*)

An employee who has used five senior unsuccessful bids for any reason during the duration of this agreement will not be permitted further bids unless such bid:

1. Is to a duty assignment for which the employee is currently qualified;
2. Is due to the elimination or re-posting of the employee's duty assignment; or
3. Is required in order to retain saved grade. (*Article 37.3.F.1.d*)

This is the ground work for my article in this issue.

When the bids go up, our members bid on jobs that they would like to have. Some of these require that the senior bidder be qualified on a certain scheme or have window training. The problem comes in when the senior bidder fails to qualify, bids to a different position, or just decides not to show for training.

The contract states that the senior bidder will normally begin training within 10 days of the senior bidder notice, excluding December. (*Article 37.3.F.3.a*)

When an employee qualifies, fails to qualify, drops the bid, or fails to train the PEDC employees issues a JB1400 which goes HRSSC and to local management that states that either the employee qualified or failed/dropped the bid. It then becomes management's responsibility to drop that bid to the next senior bidder.

This is where the problem comes in. Management has failed to drop bids to the next senior bidder. There have been several bids that have not been filled. Some of these go back to February 2013. There is

no excuse for this. The only thing that can be said is that management is not doing their job. Since I have started to track the bids, management has notified some employees that they were the next senior bidder on some of the bids. There is still a long way to go and I will not stop until we have a system in place to get these bids filled in a timely manner.

Some of these are no-bidder positions and should be made available to our excessed employees. As of the last discussion with management, they stated that they are busy with holiday hiring and will get to the excessed employees after the New Year. We have already filed a grievance on the fact that management has not offered retreat rights to our excessed employees and we are asking that these employees shall be compensated for not being retreated back to the clerk craft. Management has been notified that the clock is ticking ...



HAPPY PRESIDENTS DAY
FEBRUARY 17



Director of Industrial Relations Report

By Melvin Sanders

If You Didn't Bring it in ... Don't Take it Out!

When I started in the post office (back in the Stone Age) the postal inspectors used to plant cash money in various places to see if employees would take it. I admit the only reason they plant money is because money probably was missing from that unit on past occasions. Regardless, there is no way you can say "I found money on the ledge, on the floor or sticking out of an envelope without notifying your supervisor of the incident. This is not Grand Avenue. There is no such thing as finder's keepers. Everything in the post office is the property of the post office. Our old saying was ... If you didn't bring it in, don't take it out.

During my 16+ years as APWU

president, I had the unfortunate opportunity to meet with many postal inspectors on these matters. One chief inspector told me it is almost impossible to catch a person with "sticky fingers" on their very first time. It normally takes three times for you to be identified as a suspect. The "Big Bust" (when they come to get you) will probably be the fifth or sixth time.

This brings me up to the high tech world of today. The gift and credit cards are easier to plant because unlike cash money, the inspectors don't necessarily have to catch you with the card in your possession. Just about every business you can name — department store, grocery store, gas station, casino, or the Bunny Ranch & Cat House in Las Vegas — video tapes every transaction. There are video re-

cordings of every person making any type of purchases in this new electronic world we live in.

If you got away with it last year ... they let you get away. If you got away with it last month ... they let you get away. If you think you got away last week ... they know it's you and believe me they are coming for you soon.

When they come, they won't be dressed in a suit. They won't be dressed in a wrinkled top coat like Frank Colombo or neat like Sergeant Joe Friday. There are always undercover postal inspectors roaming around any post office or branch at any time. They could look like you, me, a butcher, a baker, Charlie Brown, or Super Fly.

So please come to work, do your job, get paid and go home. If you didn't bring it in ... don't take it out!



Allen, Bruce
Brownlee, Vernell
Caldwell, Keon
Dash, Joan
Donnell, Gladys
Fisher, Jacob
Franklin, Jill
Gibson, Shirley
Jones, Derrick

Liu, Stevenson
Newby, Marcia
Peach, Amy
Potts, Stephen
Reese, Robert
Wan, Lifang
Xiao, Yuan
Zoellner, Aron



**Come March in the
Dr. M.L. King Jr. Parade**

**Meet at Union Hall at 8 a.m.
January 20, 2014**

**Refreshments will be served
following the parade.**

February is

BLACK HISTORY MONTH

The following article is a partial reprint of an article written by Lee Saunders in January of 2012.

Martin Luther King Jr., the Labor Movement and the American Dream

Each year, the commemoration of the birthday of Dr. Martin Luther King Jr. is a reminder of the remarkable contribution he made to all of us through his courageous defense of civil rights, human dignity and economic justice.

Dr. King was a longtime champion of the labor movement. He died in 1968 while marching with sanitation workers in Memphis, Tenn., all members of AFSCME Local 1733. Those workers were fighting for the recognition of their union, for collective bargaining rights and for the respect that every person is entitled to.

Dr. King often spoke of the links between the struggle for workers' rights and the cause of civil rights. "The coalition that can have the greatest impact in the struggle for human dignity here in America is that of the Negro and forces of labor, because their fortunes are so closely intertwined," he wrote in 1962. He knew that the labor movement had been at the forefront of social and economic progress in the United States, and he wanted to harness the power of working people to transform our society into a more just and prosperous land.

Reflecting on the progress that American workers made since the Great Depression to the 1960s, Dr. King noted that: "The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, gov-

ernment relief for the destitute and above all new wage levels that meant not mere survival, but a tolerable life. The captain of industry did not lead this transformation; they resisted it until they were overcome."

Today, the captain of industry, the Wall Street 1 percent and the politicians who seek to implement their agenda continue their resistance to programs and policies that benefit the poor and working middle class. They have ramped up their efforts to undermine the rights of workers and minorities throughout the country. They have used the economic crisis brought on by Wall Street greed to place greater burdens on working families while ensuring that more resources continue to flow to the wealthiest members of our society.

Dr. King would be appalled by the direction our country has taken. But nothing could shock him more than the abuse that leading politicians now direct at the poor, racial minorities, immigrants and others who are fighting for justice and dignity.

These politicians have spent so much time with wealthy donors they lack empathy for working men and women, the poor, immigrants, the LGBT community and so many other Americans. One of their key problems is that these candidates appear to have very little in common with real people, the 99 percent who struggle to make ends meet in today's economy. They don't understand that their policies undermine the dreams Americans have of a shared commitment to each other and a willingness

to pull together to find real solutions to our nation's problems.

Martin Luther King Jr. understood those dreams. He put them into action every day of his life. More than 50 years ago, Dr. King called the American Dream "a dream yet unfulfilled." He saw the American Dream as "a dream of equality of opportunity, of privilege and property widely distributed; a dream of a land where men will not take necessities from the many to give luxuries to the few; a dream of a land where men will not argue that the color of a man's skin determines the contents of his character; a dream of a nation where all our gifts and resources are held not for ourselves alone, but as instruments of service for the rest of humanity."

He spoke those words at a gathering of workers at the AFL-CIO convention. This year, on his birthday, let's recommit to creating the kind of nation he wanted us to be.

As I rewrote this article, I realized many readers were not even born in 1968. They have very little knowledge about conditions that existed prior to Dr. King's leadership of the civil rights movement. Many of you know nothing of segregated lunch counters, where blacks were not allowed to eat at the same counter as whites. You might have never seen a sign that said "Whites Only." Imagine being denied certain rights based solely on the color of your skin. Sit down with your grandparents and ask them how things used to be. You might learn something.

Associate Office Steward

By Becky Livingston

Happy New Year!



By the time you read this article the holiday season will be nothing but a memory. I hope everyone had a wonderful and safe holiday with your families. During the month of December I received a lot of calls regarding seven-day work weeks, no breaks, and lunches not being allowed before the required six hours. While grievances were filed regarding these issues, I understand a lot of clerks were letting a lot of issues slide because it was the holidays and what else were they going to do? The union has always maintained that the job must get done, but that does not mean that for the month of December the contract just gets put in a drawer and the rules don't apply. I know that the associate office clerks sometimes feel like they are backed into a corner because they have a fear of postmaster retaliation and I would like to say they are so wrong, but I can't. Some of the actions of the postmasters this holiday season were to say the least unacceptable. There were a lot of tears shed this season and most of the drama was so mean spirited and vindictive I can't even explain because I didn't understand it myself. We all knew going into the Christmas rush being so short-handed was going to be a nightmare. Well some of the clerks lived a nightmare every day. The good news is that the associate office clerks pulled together and got the job done once again. The clerk craft has taken hit after hit on job reductions, yet when the work comes in management knows that the clerks are going to get the job done because everyone from the carriers to the customers are relying on them to come through. The APWU is where the heart of the post office starts. We work round the clock to make sure the customers get their mail. Yes, I know the carriers touch it last before it goes in the mailboxes, but come on, how many clerks touch that mail before it even gets to the carriers? Just think about it. **They** need us. What we need to remember is that even with the holiday season behind us we are still going to be short-handed, people are still going to go on vacation and we are still going to get sick and need to take care of personal issues that are a part of everyday life. These things are not built into the staffing compliment anymore. Please make sure you maintain a regular work schedule and if

serious health issues cause you to miss work, take the time to have FMLA documentation filled out to cover yourself or a family member.

Once again I am going to remind everyone to please have 3971s filled out and signed for all vacation requests and make sure you keep them for your records. This year more than ever I had folks calling making inquiries into the 440 maximum carry-overs for vacation hours. While I know the offices are short-staffed and vacations are hard to take, I had members who were going to lose hard earned hours because the year got away from them and the month of December is very limited on days that are available. While this is heartbreaking, I really need more time to get you those days before the middle of December. While management is supposed to maintain annual leave records, the only concern I find that they have is if you have a vacation scheduled and you don't have enough leave to take it. I don't get calls saying the postmasters are making someone take time off because they don't want someone to lose vacation days. Something to think about. It is our job to maintain correct leave balances and get the days in before December.

Please keep letting me know when postmasters and supervisors are performing bargaining unit work. Once again I realize the threat of retaliation is strong, but the job you save may be your own. The postmasters are trying to secure their positions and if that means reducing hours by doing the work themselves, I'm sure that is what they are going to do if we let them. I promise you I will help you help them follow the contract and together we can make it a better workplace for everyone.

Once again, have a wonderful new year and I look forward to seeing you all in the months to come.



**CONSTITUTION AND BY-LAWS OF THE ST. LOUIS GATEWAY DISTRICT
AREA LOCAL AMERICAN POSTAL WORKERS UNION
AFL-CIO
AS AMENDED JUNE 2013**

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

Local 8 of the United Federation of Postal Clerks

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

Local 55 of the National Association of Special Delivery Messengers

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

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

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

**ARTICLE 1
The Local**

SECTION 1. NAME

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

SECTION 2. JURISDICTION

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

ST. LOUIS GATEWAY DISTRICT AREA

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

**ARTICLE 2
Objectives**

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

The Local will continue:

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

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

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

SECTION 5.

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

**ARTICLE 3
Membership**

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

Members of the Local who retire from the Postal Service may maintain full membership with all rights of such membership by continuing to pay full per capita taxes, plus dues and assessments levied by the Local and National APWU.

ARTICLE 4 Dues, Fees and Assessments

SECTION 1.

- A. All applications for membership shall be made on PS Form 1187, and dues shall be paid by payroll deduction. Members who are not subject to payroll deduction shall pay their full year membership dues in December of the preceding year. The dues of the Local shall be \$12.56 per member, per month plus National Per Capita, plus per capita taxes and assessments levied on the Local by those organizations which the Local is affiliated. The Local dues shall increase in accordance with the provisions of Article XVI Section 2, of the National Constitution and By-Laws of the National Postal Workers Union.
- B. All members shall be required to pay any additional assessments, dues increase, or per capita tax increase levied by the Local and/or National Office, APWU.
- C. A member will not be considered in good standing if that member is delinquent in dues payments. A member's good standing status shall not be affected by reason of the fact that his/her paycheck for the payroll period in which his/her dues deduction are made is insufficient to permit such dues deductions, by reason of illness, injury, pregnancy leave, lay-off, disciplinary suspension, lockout or strike. Any member, whose dues are delinquent three (3) months, shall be dropped from the rolls of the Local after 30 days written notification of delinquency and amount due. Proper notices will be sent by the Secretary-Treasurer to the National Office, APWU Health Plan Director, APWU and Editor-In-Chief of the Press On of the Local for the removal of his/her name from their rolls.

SECTION 2.

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

the members in good standing voting in a membership referendum conducted in secret ballot.

ARTICLE 5 Representation

SECTION 1.

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

SECTION 2.

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

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

SECTION 3. ELECTIVE DELEGATES

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

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

SECTION 4. DELEGATE ELECTIONS

- A. The nominating meeting for convention delegates will be held in February of the convention year. Election of delegates to the State and National Convention shall be by secret ballot on the third Sunday in March at the union hall from 6 A.M. to 6 P.M. All delegates shall be elected by the members present and voting in their respective crafts. The Election Committee shall be in charge of the election. For special conventions, delegates shall be elected by a majority vote of the members present and voting in a General Membership Meeting.
- B. Those seeking to be delegates to the APWU National Convention must attend at least six (6) scheduled general membership meetings in the year

preceding the election. Members will be given credit for attending general membership meetings when the meetings are proven in conflict with travel or attendance related to active military duty, reserve military duty or required Postal training.

SECTION 5.

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

ARTICLE 6 Officers, Nominations, and Elections

SECTION 1.

The officers of the Local shall be elected by secret ballot and shall consist of the President, Executive Vice President, Secretary-Treasurer, Director of Industrial Relations, Editor-In-Chief, Director of Research & Education, Sergeant-At-Arms, Clerk Craft Director and Clerk Assistants A&B, Maintenance Craft Director and Maintenance Assistants A&B, Motor Vehicle Craft Director and Motor Vehicle Assistants A&B, Support Services Craft Director and Assistant, and Associate Office Director. The nominating meeting will be held every three (3) years from the month of merger (June).

SECTION 2. ELIGIBILITY FOR OFFICE

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

SECTION 3. ELECTION COMMITTEE

- A. The Director of each Craft of the Local shall present to the members present at the General Membership meeting one (1) month prior to the nominating meeting, the names of two members of his/her Craft who have been designated to be members of the Election Committee. If there is not a quorum at that General Membership meeting then the Director of each craft shall present the names of two (2) members

of his/her craft designated to be members of the Election Committee to the members present at the nominating meeting. The Election Committee shall receive appropriate payment for time spent on the election committee. No member of the Election Committee shall be a candidate for elective office or delegate of the Local for any election for which they are supervising. Any member who voluntarily, after August 31, 1984, holds, accepts or applies for any managerial or supervisory position, EAS position or the PASS Program or any other supervisory program, for any period of time, whether one (1) day or a fraction thereof, either detailed, acting, probationary or permanently after being elected or appointed to any office, shall immediately vacate any office held by that member in the national, local, area local, district council, state or regional organization, any department of the APWU, the Postal Press Association, or any subordinate body of the APWU which receives financial support or uses the name of the American Postal Workers Union.

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

SECTION 4.

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

- A. The official ballot shall have the following:
 - 1. All ballots shall be headed:
OFFICIAL BALLOT
ST. LOUIS GATEWAY DISTRICT AREA LOCAL, AMERICAN POSTAL WORKERS UNION, AFL-CIO.
 - 2. The general ballot shall contain the names of all candidates for general offices; the Craft ballot shall contain the names of all candidates for craft offices.

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

SECTION 5. RESPONSIBILITY OF CHAIRMAN

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

SECTION 6.

Not more than eight (8) days after the nominating meeting the Election Committee shall mail to the nominees, who are nominated for more than one position, and those nominated who are not present at the nominating meeting, a notification of their nominations by certified mail, requesting each to designate and signify the office for which he/she desires to run. Each nominee shall send his/her reply by certified mail not

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

ARTICLE 7 Duties of Officers

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

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

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

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

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

- D. **DIRECTOR OF INDUSTRIAL RELATIONS.** He/she shall coordinate all labor management, safety and health grievance committee and step 2 grievance meetings. He/she shall be responsible for maintaining all grievance forms and for maintaining a log of all local arbitration cases. He/she shall maintain all records related to NLRB charges filed by the local and against the local. He/she shall be the local's representative in proceedings related to OWCP, EEO, and MSPB. He/she shall assist with all phases of the grievance arbitration procedures in all crafts. He/she will be a member of the local negotiation team for all crafts. He/she shall perform other duties as assigned by the President. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President.
- E. **EDITOR-IN-CHIEF.** The Editor-In-Chief by virtue of this elected office, shall be the chairperson of the PRESS ON POLICY COMMITTEE. With the President he/she as the ex-officio member, only, with Executive Vice-President he/she, plus the other members of the crafts, so as to make the committee five (5) or seven (7) in number so as to prevent a tie, or deadlock in the voting power. AND that the Editor-In-Chief he/she shall be the only person in charge of the physical makeup, or paste-up of the publication PRESS ON. AND that the Editor-In-Chief or the President shall be the only authorized person that shall release the final galleys to the printer for publication. The Editor-In-Chief shall receive 10% of the advertising revenues of the PRESS ON. He/she shall receive lost time payment with the approval of the President.
- F. **SERGEANT-AT-ARMS.** It shall be the duty of the Sergeant-At-Arms to assist the President in preserving order at General Membership and Executive Board Meetings, maintain the attendance record, perform count of voting decisions, perform other duties as may be assigned by the President and serve as Local Parliamentarian. He/she shall receive lost time payment with the approval of the President.

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

H. CRAFT DIRECTORS

- Clerk Craft Director
 - Maintenance Craft Director
 - Motor Vehicle Craft Director
 - Support Services Craft Director
- Each Craft Director shall assume the timely and proper processing of grievances arising from his/her craft or area and such other matters that pertain to that craft or area. He/she shall receive monthly reports from stewards and chief stewards in his/her craft or area and submit items to the Labor/Management meetings based on these reports. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President. He/she shall conduct monthly craft meetings. He/she shall receive a monthly salary of \$50.00.

SECTION 4. EXECUTIVE BOARD

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

ARTICLE 8

Prohibitions

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

SECTION 1.

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

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

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

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

ARTICLE 9**Recall of Officers**

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

ARTICLE 10**Meetings****SECTION 1.**

- A. General Membership meetings shall be held on the second Sunday of each odd month, commencing promptly at three o'clock (3:00 p.m.) and the second Saturday of each even month, commencing promptly at nine-thirty (9:30 a.m.) There will be no general membership meetings in the months of July and August.
- B. The General Membership meeting may be postponed to another time or day of the month or canceled by motion and vote of the members in attendance at the General Membership meeting by not less than two (2) meetings before the meeting to be changed, postponed or canceled.
- C. When a regularly scheduled craft and/or general membership meeting falls on a holiday weekend, the meeting will automatically be rescheduled to

the following Sunday. The holiday must fall on a Friday, Saturday, Sunday or Monday.

- D. Twenty-five (25) members present at the General Membership meeting shall constitute a quorum for the transaction of business. If twenty-five (25) members are not present at the start of the general membership meeting, business may be delayed for no more than 15 minutes before the meeting is declared an unofficial meeting.

SECTION 2.

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

SECTION 3.

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

SECTION 4.

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

SECTION 5.

- A. Special Executive Board Meetings may be called by the President or by a petition signed by a simple majority of the members of the Executive Board.
- B. A simple majority of the total number of members of the Executive Board shall constitute a quorum for the transaction of business at Special Executive Board meetings.

SECTION 6.

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

ARTICLE 11**Succession of Officers and Vacancies**

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

Executive Vice-President
Secretary-Treasurer

ARTICLE 12**Resolutions****SECTION 1.**

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

SECTION 2.

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

ARTICLE 13**Amendments****SECTION 1.**

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

SECTION 2.

Any proposed change(s) to the Constitution or By-Laws will be submitted in writing by April 20th or October 20th of each year, by certified mail or hand-delivered to the local union office. All changes submitted to the constitution committee shall be read at the May and November General Membership meeting. It shall then be tabled without discussion or debate. It shall be published in the next issue of the Press On and mailed to all members in good standing for distribution. It shall then be taken up at the next General Membership meeting as the first order of business following the reading of the minutes, discussed and voted upon.

SECTION 3.

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

SECTION 4.

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

SECTION 5.

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

ARTICLE 14

Officers and Stewards Benefits

SECTION 1. FULL-TIME OFFICERS

- A. The Local shall pay the following fringe benefits, retirements, life insurances, APWU health insurance, and disability insurance for officers who work full-time for the Union.
- B. An officer who works full-time for the union will be granted 26 days of annual leave and sick leave as needed. Those officers who qualify for disability insurance will only be paid sick leave when the insurance payment is not equal to the officer's salary. No full-time officer will be permitted to carry over more than the Postal Service maximum of annual leave into the next year, and shall be reimbursed in December of each year for up to 104 hours of unused annual leave beyond the Postal Service maximum. All full-time officers will be paid his/her accrued annual leave when leaving elected office, up to the Postal Service Maximum.

SECTION 2. PART-TIME OFFICERS

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

SECTION 3. STEWARDS

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

BY-LAWS

ARTICLE I

Order of Business

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

ARTICLE II

Amendments

Amendments to or alterations of the By-

Laws shall be made in the same manner as prescribed for amending the Constitution.

ARTICLE III

Ballots

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

ARTICLE IV

Rules of Order

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

ARTICLE V

Funds-Bonds

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

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

ARTICLE VI**Applications**

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

ARTICLE VII**Committees****SECTION 1.**

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

SECTION 2.

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

- A. Organization

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

SECTION 3.

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

ARTICLE VIII**Transitions**

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

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

ARTICLE IX**POWER**

Membership in the POWER Committee shall be open to all APWU members. The committee shall participate in community activities giving visibility to the Local. The committee shall sponsor a minimum of two (2) programs each year with special emphasis on family issues. The committee shall work in conjunction with other committees especially organization. The committee shall network with other women organizations and work to enhance harmony within the union.

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

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

I further pledge to perform the duties of my office to the best of my ability. I promise that at the conclusion of my term of office, I will turn over to my successor all books, papers, records, and documents that are the property of the APWU _____. And I further pledge that once I no longer hold office with the American Postal Workers Union and am no longer a bargaining unit employee, I will never testify in support of the United States Postal Service in any United States Postal Service arbitration or administrative hearing about internal Union discussions and/or decisions that are made by the Union or Union leaders in regards to the American Postal Workers Union's contractual positions and/or American Postal Workers Union's internal policies.

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

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



Editor's

By Shelia Patton-Harris

Corner



This particular clerk has worked for the United States Postal Service for over 40 years. She had reported for duty earlier in the evening and was sitting on the rest bar casing mail. The supervisor came to her case and instructed her to report to the ATAL office. The clerk became leery since she had few dealings with management and she rarely got into trouble. As she made her way to the office, she began to wonder what was going on. She came to work on a regular basis and hadn't missed a day for over two years, so it couldn't be her attendance.

When she finally made it to ATAL, she was greeted by the supervisor and asked to come into ATAL. She was then told that she was here to do a VOE sur-

vey. She was very relieved to hear that. She had done the surveys in the past and was happy to express her opinion. She liked her job and would be happy to provide any input that might improve the service.

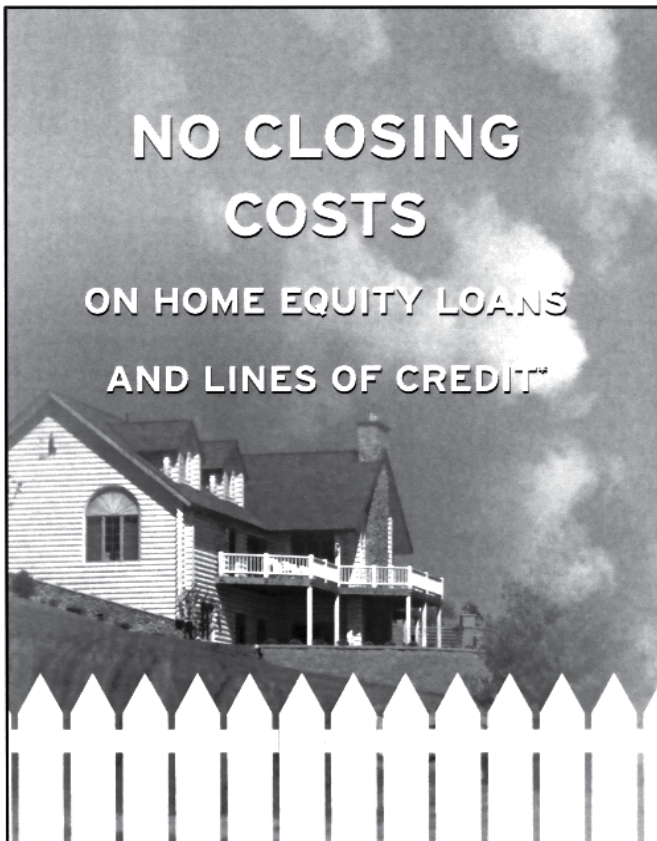
As she sat at the conference table working on answering the questions, she could overhear the supervisors discussing another member of management. The conversation was loud and distracting. She went to the door and asked the supervisor if he could close the door.

He became enraged. He told her that she was only supposed to get 15 minutes to complete the survey and she had already taken too long. He was loud and disrespectful. The clerk did not lose her composure. She simply handed him the survey and walked back to her case.

He kept asking her as she walked out if she was going to finish the survey. She smiled and kept it moving.

Management has a tendency to react in a negative manner whenever a supervisor or manager feels their authority is being challenged. There are no children working at the post office and all of us, no matter what pay grade, are entitled to be treated with dignity and respect. Do you think that the clerk will ever look at the supervisor in a positive light again? She was heartsick that after over 40 years of service she was being treated so poorly.

When faced with a rude manager, don't sink to their level. Don't allow yourself to lose your temper and say the wrong thing. The best course of action is to remain silent and if possible walk away. It takes two to argue.



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New Years Resolutions

It's that time of year again. Most of us make some sort of resolution pertaining to positive changes we would like to make in the coming year. Here are a few that union members may want to make for 2014.

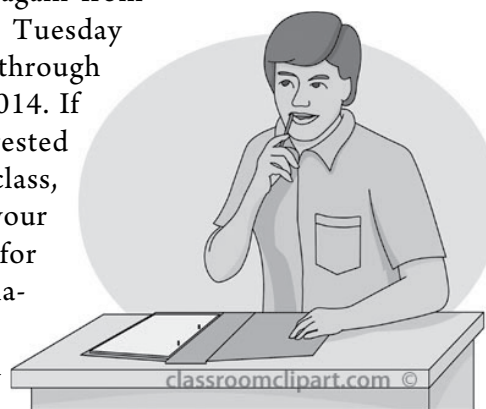
1. *Resolve to come to at least one union meeting in the next six months.*
2. *Resolve to get more involved with the union and union activities.*
3. *Resolve to try and get one non-member to sign up.*
4. *Resolve to show support for the union, its officers and stewards.*

Remember, the union is only as strong as its members. Join us and join in.

From the Desk of *Becky Livingston* Research and Education Director

I hope everyone had a wonderful holiday season and are ready to get down to work. Starting in January we will be hitting the books hard and I am excited to see what the new year brings. There will be a new steward training class beginning Tuesday, January 14, 2014. Classes will be held from 9-11 a.m. and again from 6-8 p.m. every Tuesday and Thursday through February 13, 2014. If anyone is interested in taking this class, please contact your craft director for more information.

See you in class!



Maintenance Craft Director

By Tom Nanna

Our local election is now over. I would like to thank everyone who voted for me to be your maintenance craft director. I am looking forward to working with all of our members and meeting the new members that have come to work in maintenance. I left three years ago to work at the Union Hall as our local's secretary-treasurer.

We have some new faces in the steward booth also. David Rubino is assistant maintenance craft director A. He ran unopposed in the election.

Also, the position of assistant maintenance craft director B was vacant. No one ran for this position. President Wolfmeyer appointed Tina Rubino to fill this position.

Please welcome these new stewards and thanks to our stewards who are staying on. The current stewards are:

Tours 1, 2 and 3 — Annex — Antonio Butts;
St. Louis Post Office, Tour 1 — Richard Rapp, Steve Re-

indl and Brian Doss;

Tour 2, Stations and Branches — Larry Crone, Charles Koperstinski, Tom Nanna and Bob Mueller;

MOS — Jack Wille-Milster and Charles Szczepanik;

PEM-MPE-PEM Shop — Jim Andereg;

BEM-Area Maintenance — Jeff Edwards;

Building Services — David Rubino and Tina Rubino;

Tour 3, PEM-MPE-Building Services Harry Johnson;

VMF — Cheree Gladney.

We welcome working with each of you. Each member has the responsibility to police and protect our Collective Bargaining Agreement. With our members' help we can be more diligent in protecting our jobs.

Thank you again for your vote of confidence in us. We look forward to the next three years in helping our union become stronger.

Yours in solidarity,



Congress Must Act to Stop Drastic Cuts in Service



The Postal Service's current policy to dig the agency out of a hole by closing post offices and mail processing facilities is not a solution to its financial crisis. The Postal Service is an essential part of the American economy and its vast network is an integral part of our national communication infrastructure. At such dire time for our economy, Americans cannot afford to lose dependable mail service, nor can we afford the loss of thousands of middle-class jobs that are the cornerstone of communities throughout the country.

Here is the plan.

In response to its financial crisis and absent postal reform, USPS is closing 100+ mail processing facilities nationwide. For many, this will mean their local mail must be driven far away from their community, processed in another city, and then driven back to its origin before delivery. Simultaneously, USPS is eliminating overnight mail service standards. Now, each step of the mail process can take multiple days. Moving mail to and from an out-of-town processing facility can now take 1-2 days each way. Together, reduced standards and closures mean drastic cuts in service to the American people. For many, what was once overnight mail could soon take 2-4 days.

It is undeniable that these destructive cuts to postal facilities under the guise of cost-savings will dramatically slow mail service in many cities and rural town. The institution faces a crisis unlike any other time in history and legislation that addresses the real causes of the USPS financial crisis is needed now!

Reforms Needed to Save the Service:

- **Stop cuts to service, closures and consolidation of processing facilities.** USPS must not be allowed to destroy its vast network which is needed to ensure timely mail processing
- **Repeal the mandate to pre-fund future retiree health benefits.** The 2006 PAEA requires an unsustainable annual \$5.6 billion payment to pre-fund 75 years of benefits for future retirees — a burden no other government agency or private entity is forced to bear.
- **Return CSRS and FERS overpayments.** USPS has overfunded its federal pension obligations. Unless refunded, overpayments

prohibit USPS from making necessary capital investments.

- **Preserve the collective-bargaining process.** Collective-bargaining has been in effect since the creation of USPS and ensures good, middle-class jobs that support thousands of American workers and their families.
- **Allow the USPS to expand into new service lines.** By expanding into needed services such as lockboxes, digital products or internet services, USPS can attract new customers and meet community needs, especially in rural areas.
- **Allow postal rates to be set by market principles.** Allow USPS

to set rates necessary to cover its costs and continue to provide universal-service.

We must support those bills that offer the USPS the most benefit. S. 316/H.R. 630 — Postal Service Protection Act; H.R. 2459 — Protect Overnight Delivery Act; and H.R. 961 — United States Postal Service Stabilization Act are all bills that would put USPS back on track. **H.R. 2748 — Postal Reform Act of 2013, would further degrade service standards, eliminate good middle-class jobs, and fail to achieve positive reform so desperately needed for the Postal Service.**

Reprinted from the Unionizer

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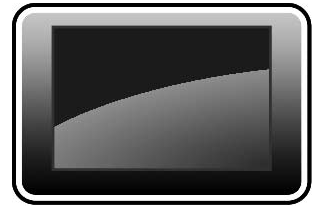
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The Cyber World

By Don Morehead

Co-Chairman of Benevolence Committee



How addicted we have become to the cyber world of smart phones, tablets, and other devices that allow us access to the internet and social media. It has become old hat to communicate face to face. Texting, Facebook, Twitter and other social media are replacing talking and relating to others. Real friendship is being replaced by shallow, disposable connections made in a chat room. We have begun to withdraw into our own little world. We sometimes react with anger when others try and draw us back to the real world. We need to spend more time concerning eternal matters and less time on this temporal world; if not for ourselves, for our children and grandchildren. We need to get back to being awed by God and his attributes and being dazzled by His glory. The emphasis should be on making the world a place of beauty, peace and justice so that we call all flourish. We must remember that we are fallen people needing the grace of God. Sin affects all of humanity and the cyber world distracts us from what's real. The cyber world has its uses, but the danger comes when the line between reality and imagination becomes blurred. The cyber world should not replace the delight in spending time with God in prayer. We must put things pertaining to the cyber world into perspective in order for us to walk with God.

Why Do Workers Resist Being Unionized or Resist Paying Dues

Anyone who pays attention to the wages of workers compared to upper echelon employees knows that wage data, over the past 30 years, shows on average, workers' wages are flat — i.e., what they make today will buy about what it would buy 30 years ago. That is just the wages of those workers who did not have their jobs eliminated, which is one reason why employers can get away with lower wages.

As long as unemployment remains on the high side, the employer can offer lower wages and still have takers. Data shows that average wages for higher level management jobs, are not flat. Many of them have done better than just keep up with inflation — extremely better. What they save on labor, they seemingly put in their own pockets.

Considering this data, you would think every worker would be clam-

oring to unionize their workplace. Instead many of them bad-mouth unions and the workers they represent. Many workers, for whatever reason, think of union negatively. Some workers bitch about the union as if it is some ugly monster rather than the entity that has negotiated wages, benefits, and work rules for them. Without the union everyone would be a casual, working for minimum wage and have no recourse if accused of misconduct or dismissed. Shame on every employee who takes all the benefits and work rules negotiated by the union without paying their fair share (called union dues). It is an odd person who takes all the benefits and lets their coworkers pay for it.

There was a man who used to stop by his coworker's house after work for a couple of drinks. He never invited his coworkers to his house to drink and he never brought a bottle with him. Non-union employees are like that

guy — they are always drinking from your bottle. His coworkers solved the problem by not having any alcohol available when he came to call and he went away. In our workplace getting rid of the guy who always drinks from your bottle is, unfortunately, not that easy. Fortunately most employees pay their fair share and we have the resource to support our union.

Every non-member has a reason for not joining the union. Put aside the differences you may have had in the past and look at the big picture. Congress is trying to pass legislature that would be devastating to the Postal Service. We need all employees, even if you do not always agree with the union, to be members. There is unity in numbers. The more members, the more resources we have available to combat those forces that seek to destroy our service. If you know a non-member, encourage them to join the union.



Scholarship Program



E.C. Hallbeck Scholarship Vocational Scholarship Best Essay Award

American Postal Workers
Union, AFL-CIO
1300 L Street NW
Washington, DC 20005

(202) 842-4200
www.apwu.org

E.C. Hallbeck Memorial Scholarship

The E.C. Hallbeck Memorial Scholarship awards 10 recipients \$2,000 annually for four years to use toward an undergraduate program.

The Hallbeck Scholarship provides significant financial assistance to one male and one female recipient from each of the five postal regions: Central, Eastern, Northeast, Southern, and Western.

Hallbeck Scholarship recipients must attend an accredited college or university, and must maintain a "B" average (or "Pass" if on a "Pass/Fail" system.)

Best Essay Award

One "Best Essay" winner will be selected from the Hallbeck Scholarship applicant pool to receive a \$2,000 annual award towards his or her four-year college tuition.

Vocational Scholarship

Five Vocational Scholarship winners receive up to \$3,000 to be used for three years of study in a specific trade, techni-

cal, industrial, or vocational school. Vocational Scholarships are awarded to recipients selected from the five postal regions.

Recipients must attend an accredited community college or vocational school, and must maintain a "B" average (or "Pass" if on a "Pass/Fail" system), or a positive evaluation from a counselor or instructor.

Selection

The Scholarship Selection Committee is comprised of qualified individuals in academia who have no personal ties to the applicants. The committee will select 10 Hallbeck Scholarship winners, five Vocational Scholarship winners, and one Best Essay recipient.

In making the selections, the Scholarship Committee places primary emphasis upon the knowledge and understanding of unions displayed in the essay.

How to Apply

- ✓ Application forms and instructions are available on the APWU website at www.apwu.org/dept/sec-treas/stscholarships.htm.
- ✓ Applicants may only apply for the Hallbeck or Vocational scholarship, **not both**.
- ✓ Applicants are responsible for submitting completed applications and all required materials listed on the application form.
- ✓ Applicants of deceased members must provide proof of membership.
- ✓ An official application form must be used.
- ✓ All application materials must be submitted in **one envelope** and sent via USPS to:
APWU Scholarship Program
American Postal Workers Union
1300 L Street, NW
Washington, DC 20005

✓ **All applications and materials must be received by March 15.**

Eligibility

- ✓ Applicants must be a senior attending high school or other secondary school.

- ✓ Applicants must be a child, grandchild, stepchild, or legally adopted child, of a current, retired, or deceased APWU member.
- ✓ Note: Relatives of APWU elected national officers are not eligible.
- ✓ Recipients of the Hallbeck Scholarships and Best Essay award must attend an accredited college or university, community college for a consecutive four years. Vocational Scholarship winners must attend an accredited vocational school or program for up to three years.
- ✓ Scholarship awards must be used to pursue an undergraduate degree or a post-secondary occupational education.

Winning applicants will be notified by July 1.

For more information, please contact the Secretary-Treasurer's office at (202) 8424215, or visit www.apwu.org/dept/sec-treas/stscholarships.htm.

Applicants are encouraged to submit materials well before the March 15 deadline.

Scholarship Donations

APWU Scholarships are funded by donations, and we are extremely thankful for donations made by union members. If you are interested in contributing, please send a check or money order to APWU Scholarship Fund, 1300 L Street NW, Washington, DC 20005. This tax-deductible donation may specify "Hallbeck," "Best Essay," or "Vocational."

Other Scholarships

The Union Plus Scholarship program, created by the AFL-CIO, awards \$500 to \$4,000 to union members and their families who want to begin or continue their post-secondary education at colleges or trade and technical schools. For more information, visit www.unionplus.org/scholarships.

The National Labor College (NLC) Scholarship, also sponsored by Union Plus, provides grants to union members who wish to enroll in the National Labor College at the George Meany Center for Labor Studies in Silver Spring, MD.

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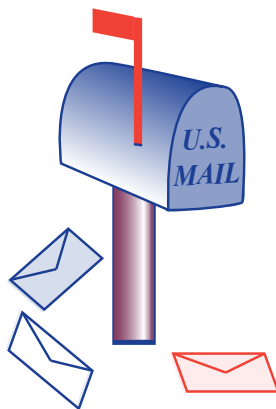
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Monday-Friday: 8 a.m. - 5 p.m.
Saturday: 7:30 a.m. - 4 p.m.

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

GATEWAY LOCAL CALENDAR

January 13 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
January 20 (Monday)	Dr. Martin Luther King Holiday
January 20 (Monday)	Dr. M.L. King Jr. Parade (8 a.m. at the hall)
February 5 (Wednesday)	Executive Board Meeting (2 p.m.)
February 8 (Saturday)	General Membership Meeting (9:30 a.m.)
February 10 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
February 17 (Monday)	Presidents Day Holiday
March 5 (Wednesday)	Executive Board Meeting (2 p.m.)
March 9 (Sunday)	General Membership Meeting (3 p.m.)
March 10 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
March 16 (Sunday)	Delegate Election (6 a.m. to 6 p.m.)

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



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.