

Press On

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

WHO'S IN CHARGE?

By Frederick Wolfmeyer, President

Hello to my union sisters and brothers. I hope all of you and your families had a happy and joyous Easter.

Before getting into my article, I want to thank all those who participated in the Stop Staples rally on Sunday, April 27, 2014. We had a large turnout, but one that I wish had been much larger. In attendance were members from the St. Louis Gateway DAL / APWU, St. Charles Local, NDC Local, Mt. Vernon, Ill. local, Southwestern Illinois Local, NALC Branch 343 in St. Louis, Hazelwood, Mo. NALC, and the Mail Handlers Union. We marched in front of the Main Post Office at 1720 Market St. in downtown St. Louis and even carried our message to Busch Stadium for the postal employees day at the ball park. We received good media coverage and got our message out to the general public.

My article is entitled "Who's in Charge?" I could have been more sinister or degrading in my title, but what would that accomplish. So instead I simply asked a question to which I think we all want an answer. We've all had experiences with management not wanting to make decisions to settle a grievance or some dispute. Either they are too afraid to make a decision or, as I believe, they have no authority to make a decision. However, fear is a driving factor here as most are afraid that they will be called on the carpet by upper management and asked why they made a decision when that is their job. This inability to make decisions or the regurgitating of a decision already made by upper management and passing it off as their own, pervades through all of management and the entire grievance arbitration process both locally and nationally. I have decided to write my article this month on this issue so you can better see what type of people the union must deal with in management.

In motor vehicle, we have acting supervisors who when discussing a disciplinary grievance, fail to bargain in good faith. They have been given a 'best and final' offer to give to the union by their superiors so there is no negotiation. One was quoted as saying, "She said she is willing to offer 18 months but no less. Take it or leave it." What happened to due process? What happened to the supervisor having the authority to settle grievances without interference from upper management? What happened to the investigatory process? Here, take this offer from my boss who knows nothing about this case and never mind the investigation and negotiation process because 18 months is the best you're going to get. This forces the union steward to appeal the case to a higher step hoping for fairness, and being told by management that the principle of settling grievances at the lowest possible step does not apply when it comes to postal management. The union knows there is such a thing as due process and fair negotiation, but when you don't know who's in charge or who has the authority to resolve an issue, frustration becomes the norm. Who's in charge?

Here's another example that all career employees will find interesting as well as the PSEs at the P&DC and the Annex. Now remember, what I'm about to say may cause you to laugh uncontrollably or confuse you to the point that you might believe that you are a supervisor, but here goes. In stations and branches, the PSE clerks in many branches, are running the show. Yes you heard me correctly, they tell the supervisors and managers what they will do and won't do.



Manager: "Tell that PSE to put their drawer away and come and see me immediately."

The supervisor passes the information along to the PSE window clerk.

PSE Window Clerk: "Okay, but you tell her I'll be there after I have my smoke."

After having their smoke and sitting on the dock for twenty minutes, the PSE window clerk then goes to the manager's office.

We have reports from managers and supervisors alike that the PSE clerks at the branches do not and cannot follow orders. They are told to go to the window to help and they refuse. They are told to sort parcels, and they refuse. They break for lunch, supposedly 30 minutes, and come back two hours later with bags of items because they went shopping. One of the best I've heard is the PSE station clerk who got mad, closed their drawer and went home without telling anyone. Then they were allowed to come back to work the next day without repercussions. Can any of you regulars do that? Who's in charge?

There are managers who work the mail because the PSE clerks feel tired or are on the phone or in some cases are quite chummy with the manager. Some managers are smart though because they have their PSEs take postal vehicles and send them to Mickey D's to buy them breakfast or pizza in the afternoon. "My PSEs would never talk disrespectful to me because I take care of them." Some bring their PSEs in to work on Sunday so they can get "their 40 hours" for the week. Really? Since when was a non-career employee guaranteed 40 hours? How about the use of cell phones and radio ear pieces at the stations and branches.

Mgr.: "Excuse me would you please get off of your phone and sort the mail."

PSE Clerk: "I have to take this call. I'll get off when I'm finished and then work the mail."

Mgr.: "I need you to come in Friday at 9 a.m. to work the window."

PSE: "No I won't, that is my non-scheduled day and I don't start after 6 a.m. and besides I feel uncomfortable on the window. Get somebody else."

Yes as I told you, this was dangerous material and many of you might be offended. Do any of you PSEs now want to go to the stations and branches? Well check out the ones listed below and you too can be in charge:

Oldham – Maryville Gardens – Jennings – South County – Clayton – Mac Point – Veto Reid – North County.

Unfortunately, once again we must ask, who's in charge? I cannot get a grasp on this situation, I mean who is the supervisor? Who is in charge? We have many station PSEs who have gotten into shouting matches with the supervisor or manager challenging them when given an order they may not agree with. Some PSEs become friends with the supervisor or manager and receive perks that a 35-year regular could only dream about.

Mgmt.: "That's okay. You can leave early each day of the week to take care of your children, I will get Sally or Mary or Wendy to do your work on overtime. They have no life after the post office. Hey I'll even let you work on Sunday to make up the time."

Who's running the show? Who's in charge?

I have found out that upper management, third floor management that is, has been going on "Team Building" trips to a lodge or resort. Get away and take classes or sessions or playtime, to sharpen their team building skills. Don't forget that golf game, because on the greens we can really sharpen those skills especially at the 19th hole. Then there is leadership training, of course we have to travel for that and you better not have a meeting scheduled with a member of the management 'team' because they

will cancel and you will have to wait, but then that is only if they remember to call you. Some just go and you find out about it when you show for the meeting. What happened to common courtesy? What happened to real leadership. Who's running this show? And yes, who's in charge?

There are times when a dispute arises, and the union can demonstrate that there is a violation and is able to point to the article of the contract or section of the LMOU, an arbitration settlement or a recent Q and A from national and yet management refuses to agree. We then get additional information to prove our position and are told, "Well we don't interpret it that way." Sadly, there is no interpretation needed because the resolution is there in black and white. Who's in charge? Who can make a decision?

What is the solution? Well first of all, supervisors and managers need to stop calling the Union Hall and asking what I am going to do about the PSEs. My job is to represent, not to manage. Now if management wants me to take on their responsibilities along with my own, then give me the authority to settle grievances at the lowest level; the opportunity to take my members to a lodge for 'team building'; pay me to travel for leadership training and ignore my commitments; and allow me to teach management members the contract. Do all that and I might consider managing for them. Did I really say that?

Fortunately, I have been trained by the APWU and years in the workplace and come from a union-strong family. I lead by example and use something management seems to be lacking, common sense and backbone. I also practice common courtesy and I can admit when I'm wrong. Yes I can make decisions and in this local union I know who's in charge. Too bad management can't say the same.

PSE Conversions

By Vice President Gene Hollenbeck

In my last article, I stated that the last of our excessed employees had been returned. However, we had some problems with the letters that were sent out to those employees. They were not informed of all of their rights and so the positions that they were to choose from had to be updated and sent out again. As I write this article the excessed employees are returning their selections. They will be placed into these positions ASAP. Once we have that taken care of, we will be able to start working on getting some of the PSE employees converted to career.

There was an MOU signed by the parties at the national level, on March 20, 2014, that gives the procedure on filling residual vacancies. Then on April 22, 2014, management and the union, again at the national level, agreed to a set of questions and answers to clarify the MOU.

There have been several PSEs that have called us to find out when they are going to be converted. We are not able to give anyone a definite date when they will be converted. There are seven steps that have to be completed before we can address getting the PSEs converted. We are working with management to expedite this process. There are all kinds of rumors going around about how many and how soon the PSEs will be converted.

The truth is we do not know at this point. We have identified several residual vacancies. Residual vacancies are those that remain unfilled after the bidding process is completed. We know that the ones that have no successful bidders are automatically residual vacancies. The ones that have schemes, machine qualifications, window qualifications that go through several bidders may eventually become residual vacancies. These are the ones that we track to make sure they don't get forgotten.



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

Barbara Prothro

Retired Vice President of the Local
Mother of Gizel Prothro, Tour 3 clerk

Christopher Rawson

Son of Larry Rawson, Tour 1 outgoing clerk

Willie Parks

Retired clerk

Elbert Junior Robertson

Father of Secretary-Treasurer Robin Robertson

Rosalind Bond

Clerk-Support Services
Mother of John Bond

Malaika Goins

Daughter of Former President Roosevelt Stewart

Barbara Johnson

Retired Support Services Clerk

Mary Kay Williams

Mother of Shelly Via, AO Clerk

Deborah Cowart

Daughter of Jerry Cowart, Retired VMF Storekeeper

Lee Grubbs

Father in-Law of Mark Moore, Support Services

Thomas Rodriguez

Father of Lisa Scaife, VMF Secretary

LaQuetta Young

Daughter of Jennifer Young, Maintenance

Loretta Terry

Station Clerk

Rudy Haynes

Retired 030 Clerk



Many times you will hear people say that one person can't make a difference. In many cases that is simply not true. The actions of one person can have a profound effect on others around them.

One of my neighbors, Charles, decided the front yard of the house I shared with my brother needed to have the grass burned off. He took it upon himself to set fire to the grass without asking my brother's permission. The grass was very dry and the fire raged out of control. The grass burned the bushes in front of the house which in turn caught the lawn furniture on the porch. The wooden roof of the porch went up in flames. My brother was in the house unaware of the fire. He said, "I smelled barbecue." As the smoke got thicker he thought the neighbor's house was ablaze and called 911. About that time the fire department showed up on the scene. They kicked in the front door and drug my brother, my dog and two cats out of the house. The firemen broke out most of the windows in the house and the interior of the house was trashed. The house was no longer livable and my brother and I had to seek shelter elsewhere.

One person's action caused a chain reaction of misfortune. One person's actions can be a catalyst for good. All of us working together can have a positive effect on the future of the Postal Service. If you haven't been keeping up, Darryl Issa and his ilk are still trying to get rid of the Postal Service as we know it. He wants to get rid of the collective bargaining agreement (contract), end the no-layoff protection, get rid of six-day delivery, and cut the workforce. Here is another example of one person's actions having a disastrous impact on people's lives. No one wants to believe that these and other negative changes could occur, but Issa has many powerful friends on his side. Rich fat cats would be happy to privatize the post office so that they could line their pockets. Why wait for the boom to drop before we take action?

If you are not a union member, now is the time to join. Don't let petty squabbles and dislikes keep you out of an organization that represents you. If you are a member, now is the time to become active. Find out what's happening both nationally and locally. Go to websites dealing with the changing landscape of the Postal Service and its impact on your job and future. Younger workers especially should be alarmed. The proposed changes could end your postal career before it gets started. You should make every

effort to get involved. Most of the shop stewards are at or near retirement age. We need people to step up and take our places. Sitting on your hands and waiting for someone else to do it may prove to be the demise of the service.

Think it couldn't happen? There was a union of air traffic controllers called PATCO. They were skilled workers, not easily replaced. They decided to go out on strike, assured that their demands would be met. President Ronald Reagan issued an executive order firing all the striking air traffic controllers and replaced them with supervisors and military personnel. None of the striking workers were rehired. The nation was stunned. No one thought that unionized workers could be so easily fired and replaced.

We enjoy many protections other unions would be thrilled to have. The no-layoff clause is one of those protections the union has fought hard to keep. Imagine how great it would be if you worked in the auto industry and they couldn't lay you off. We have a discipline procedure that has multiple steps before you can be fired. In many jobs, the boss can come in and fire you for a minor infraction and you would have no recourse. We have shop stewards who are ready and willing to help you with a problem.

I know that I am always telling you the sky is falling, and you might say that nothing has happened yet. Why wait for the crushing weight of the end of the Postal Service to try and do something. Become interested and active. The job you save may be your own.



Khyla S. Arnold
Amber J. Bata
Oniqua E. Howard
April Johnson
Kimberly Johnson
Wanda F. Keel
Daphne Kennedy
Alexander Kulczycki
Marcus Mafla
LaTanya E. McDavis

Felbert D. Mills
Jerricka J. Newborn
Kelly R. Owens
Antrea Palm
Arnina Robertson
LaVon P. Storey
Timothy West
Tammie D. Wheeler
LaCocoa C. Young

Claim for Compensation CA-7/20

Reprinted from "The Hi-Lites" by Bob Wood

In the case of a traumatic injury you would be required to file a form CA-7 when you are unable to return to work at the end of the 45 days of COP (continuation of pay).

If the medical evidence shows that the disability from the traumatic injury is expected to continue beyond the 45-day period, you must obtain a CA-7 by day 30 of the COP period. You must then fill out the form and submit it to the Injury Compensation Office. It is advisable to get a date-stamped copy for your records.

The CA-7 and your medical evidence are then submitted to the OWCP district office by Injury Compensation by day 40.

If your disability is a result of an occupational disease and you suffer time loss, a CA-7 is completed and submitted along with your medical evidence.

All subsequent claims for compensation for period of disability beyond the initial period of compensation are also made on form CA-7.

It is your responsibility to submit the CA-7

If you don't fill out the CA-7 there is no way OWCP would know of your continued wage loss. Therefore, while your disability continues:

- You must submit a claim using form CA-7 every two weeks until OWCP tells you differently.
- You are responsible for the submission of medical evidence in support of the claim. This medical evidence can either be on the CA-20 (which you give to your doctor) or the doctor can write a report indicating the dates you were incapacitated.
- If your condition from a traumatic injury or occupational disease requires that you take off intermittently, you will need to complete a CA-7a which is a time analysis sheet and the CA-7.

Waiting Period

There is a three day waiting period before OWCP compensation begins, unless the disability extends beyond 14 calendar days.

The waiting period applies as follow:

- In the case of an occupational disease/illness, com-

pensation is not payable for the first three days unless the disability exceeds 14 days.

- In the case of a traumatic injury, the three-day waiting period begins immediately after the end of the 45-day COP period, unless the disability continues for more than 14 calendar days after the expiration of the 45-day COP period.

Leave buy-back

If you used annual leave or sick leave during the period after COP expired or during a period of disability due to an occupational injury, you are eligible to buy back the leave. This is done by filling out the CA-7 and checking the "leave buy back" box. The time you are trying to buy back must be supported by medical documentation.

- The buy-back must be initiated within one year of the return to duty, or within one year of the date OWCP approved the claim, whichever is later.
- You are able to buy back leave if you are being separated because of disability or other reason and you are no long on the Postal Service's rolls.

Once you have an approved claim, you can no longer use sick leave or annual leave and have it compensated by OWCP. Once approved you must use LWOP to receive compensation from OWCP.

**Need Help Completing Your
Retirement Forms?
Don't Leave Anything to Chance**

Call

Melvin Sanders

314-231-7665

And make an appointment

Meeting Highlights

By Secretary-Treasurer Robin Robertson



Hello my brothers and sisters, I pray all is well in everyone's house. Below are the March highlights from the general membership meetings for the St. Louis Gateway District Areal Local. No highlights for April because we did not have a quorum, please remember your presence and voice is needed.

President Wolfmeyer

The APWU National Executive Council NEC is in town March 4-9. The national officers, NBAs and regional coordinators are all in St. Louis until Saturday. The nationally sponsored 'Secretary-Treasurer' Conference is also in town that week and concluded on Sunday, March 9, 2014. Roosevelt Stewart (former STGDAL president) now executive assistant to APWU Secretary-Treasurer Elizabeth Powell was the instructor for the Secretary-Treasurer Conference. Robbie attended the conference along with our trustees. Our accountant, Mark Diak, attended the conference at the invitation of Roosevelt Stewart.

The local hosted the hospitality on Friday, March 7, for the stewards, NBAs, and national coordinators at the Union Hall. Most of the NBAs were in attendance except for Support Services Director Steve Brooks and MVS NBA D. D. Johnson (recovering from a serious car accident). Our Regional Coordinator Sharyn Stone, NBAs Bob Kesler, Dennis Taff, and Jeff Benton were attendees.

Vice President's Report

Vice President Gene Hollenbeck mentioned he will be getting with management later this week (March) to discuss the residual bids on the plant side. Vice President Hollenbeck will be helping management with correcting the bidding process for the retreated clerks. Vice President keeps up with all the bids through the gateway district.

Secretary-Treasurer

Secretary-Treasurer Robin Robertson mentioned she attended the Secretary-Treasurer Class instructed by Roosevelt Stewart. The class was informative. Secretary-Treasurer Robin Robertson presented the secretary-treasurer's report to the Executive Board members.

Robin mentioned that she completed the labor management report (LM 2) last week with President Wolfmeyer's assistance. President Wolfmeyer is a valuable asset to this organization. President Wolfmeyer worked with me daily on this LM 2.

Research & Education

Director's Report

Research & Educator Director Becky Livingston mentioned steward training is always the Monday following general membership meeting at 9 a.m. and 6 p.m. at the Union Hall.

Industrial Relations Report

Director of Industrial Relations Melvin Sanders mentioned the Annual Family Day is August 16, 2014.

Maintenance Director's Report

Maintenance Director Tom Nanna mentioned they still have issues at the stations and branches and MS47 staffing for custodians. Mackenzie Point was always a two-person station and management never filled the full-time position. Tom would like stations and branches to fill out a health and safety form when the stations and branches are dirty and filthy.

Support Services

Director's Report

Support Services Director Orlando Anderson wishes everyone Happy New Year. Director Orlando Anderson welcomed Gale Smith, a new visitor to our craft meeting and, also, acknowledged former Support Services Director Mamie Wells. New support services steward office is up and running. Director Orlando Anderson mentioned the Support Services contract will be going to arbitration.

Door Prizes

The \$50 door prize was won by Kym Calmese (Clerk Craft) and Matt Heim (MVS Craft).

There was COPA 50/50 drawing won by Rodney Johnson (Clerk Craft) and Gene Hollenbeck (Clerk Craft).

Senate Bill S. 1486

The Senate Committee on Homeland Security and Governmental Affairs approved an amended version of postal bill (S. 1486) that faces vehement opposition from the four postal unions. The measure passed by a vote of 9-1 on February 6.

The bill, which was introduced by Sen. Tom Carper, D-Del. and Sen. Tom Coburn, R-Okla., would:

- Threaten 100,000 full and part-time postal jobs
- Lead to pension cuts
- Weaken workers' position in upcoming contract negotiations
- Require the USPS to pre-fund workers' compensation by \$17 billion, further strangling USPS finances
- Permit the USPS to close and consolidate mail processing facilities after two years
- Allow the Postal Service to further reduce service and delivery standards
- Eliminate Saturday delivery after 2017
- Eliminate door-to-door mail delivery for new businesses and households
- Expose injured workers to impoverishment once they reach retirement age

Brothers and sisters, we must take this attack on our jobs very seriously. The handwriting is on the wall. Everything is being done to eliminate postal jobs and close post offices. Now is not the time to take a wait and see attitude.

The Good Ole Days

By Editor Shelia Patton-Harris



When I was a child, there were basically three places that a black person could work that were considered middle-class jobs, Carter Carburetor, the Chevy plant, and the post office. If you were lucky enough to land a job at any of these places you were set. The employees who worked there were sure that they would always have jobs. People always needed cars and cars had to have carburetors, and the mail had to be delivered. They paid little attention to the signs that soon, two of these employers would no longer be providing income and jobs for the community.

Time marches on. Carter Carburetor is now a superfund site. It is scheduled to be torn down in the near future. It has sat vacant for decades. The Chevy plant at Natural Bridge and Union closed years ago. The industrial complex is still there, but it houses totally different businesses. The post office is still operating, but for how long?

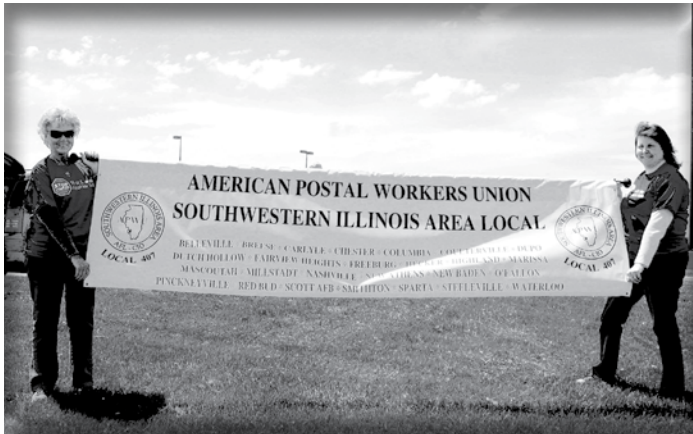
We recently had a day of action to protest the deal the Postal Service entered in with Staples. As usual only a few people showed up. Do you think 30 people marching with signs are as effective as 400 people marching with signs? What will it take for postal employees to see what's happening? If more businesses put retail mail outlets in their shops, don't you see the impact it would have on post offices. We can't sit idly by and let it happen. If we won't support our attempts to save the Postal Service, who will? If we won't come out, how do we expect the general public to support our issues? Look, I know everybody is busy. We all have families and lives. We have errands to run, people to see and places to go. Is your job important to you? Would you put forth an effort to save your job?

All the negative bills being put forth by Congress that adversely affect the Postal Service are no accident. They want to privatize the Postal Service and be done with it. The main goal of the Senate bill that was recently in committee is not to save the Postal Service but to dismantle it. The legislation will give postal management authorization to continue cutting services and slashing jobs. Every billion dollars it cuts means something like 8,000 to 10,000 jobs lost. Ending Saturday delivery and changing the mode of delivery for tens of millions of customers may save \$5 billion to \$6 billion, but it will also mean cutting 40,000 to 60,000 jobs. The Postal Service's five-year plan calls for reducing the career workforce to 400,000 by 2017. That means that 100,000 more jobs still need to be cut.

Sounds scary, doesn't it? Before you run and hide your head in the sand, realize there are things that we can do to try and prevent these changes. We have 400,000 employees. We all vote. There is strength in numbers and we must use this to our advantage.

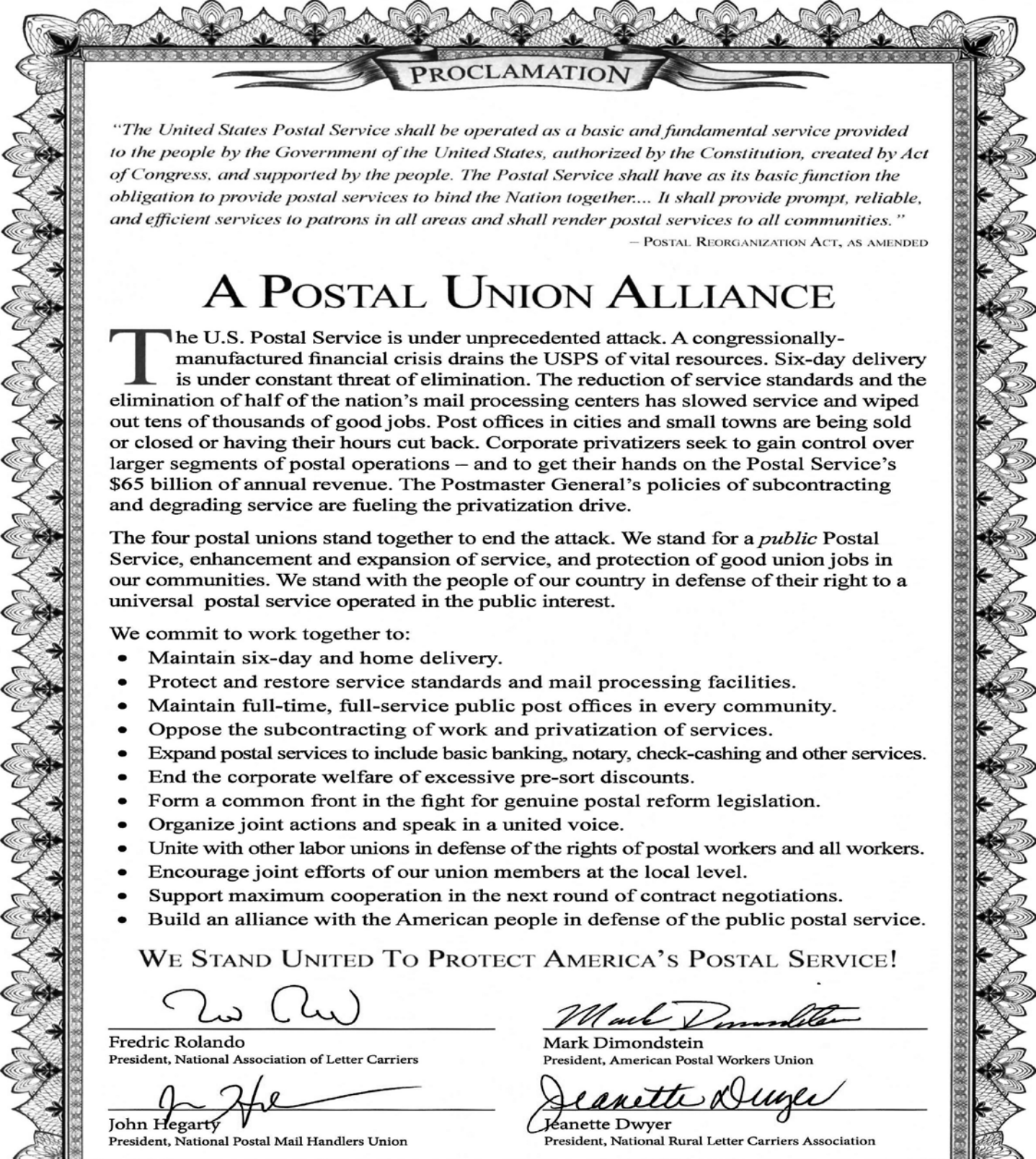
Now is the time. We have to be ready to make some sacrifices to try and maintain the Postal Service as we know it. You may not love the union, but it is the only voice that we as postal workers have. When a legislator sees 400 people at a rally for the post office, he/she is going to take notice. We have to be able to get out the numbers. We have to write to Congress and let our feelings be known. The Senate and the House work for us. They are accountable to the people.

Stop Staples Rally at Mt. Vernon, Illinois April 24, 2014



Stop Staples Rally at St. Louis Main Post Office April 27, 2014




 PROCLAMATION

"The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together... It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities."

— POSTAL REORGANIZATION ACT, AS AMENDED

A POSTAL UNION ALLIANCE

The U.S. Postal Service is under unprecedented attack. A congressionally-manufactured financial crisis drains the USPS of vital resources. Six-day delivery is under constant threat of elimination. The reduction of service standards and the elimination of half of the nation's mail processing centers has slowed service and wiped out tens of thousands of good jobs. Post offices in cities and small towns are being sold or closed or having their hours cut back. Corporate privatizers seek to gain control over larger segments of postal operations – and to get their hands on the Postal Service's \$65 billion of annual revenue. The Postmaster General's policies of subcontracting and degrading service are fueling the privatization drive.

The four postal unions stand together to end the attack. We stand for a *public* Postal Service, enhancement and expansion of service, and protection of good union jobs in our communities. We stand with the people of our country in defense of their right to a universal postal service operated in the public interest.

We commit to work together to:

- Maintain six-day and home delivery.
- Protect and restore service standards and mail processing facilities.
- Maintain full-time, full-service public post offices in every community.
- Oppose the subcontracting of work and privatization of services.
- Expand postal services to include basic banking, notary, check-cashing and other services.
- End the corporate welfare of excessive pre-sort discounts.
- Form a common front in the fight for genuine postal reform legislation.
- Organize joint actions and speak in a united voice.
- Unite with other labor unions in defense of the rights of postal workers and all workers.
- Encourage joint efforts of our union members at the local level.
- Support maximum cooperation in the next round of contract negotiations.
- Build an alliance with the American people in defense of the public postal service.

WE STAND UNITED TO PROTECT AMERICA'S POSTAL SERVICE!



Fredric Rolando
President, National Association of Letter Carriers



Mark Dimondstein
President, American Postal Workers Union



John Hegarty
President, National Postal Mail Handlers Union



Jeanette Dwyer
President, National Rural Letter Carriers Association







Diabetes Complication Rates Drop Among U.S. Adults

But at the same time, rates of diabetes have more than tripled, researchers report

By Serena Gordon, HealthDay Reporter

The rates of five serious complications from diabetes — heart disease, stroke, kidney disease, amputations and death — have all dropped dramatically since 1990, a new U.S. government study shows.

Heart attack rates have decreased nearly 70 percent in people with diabetes. Stroke rates have dropped by more than 50 percent, as have lower extremity amputations. Deaths from high blood sugar crises have fallen nearly 65 percent, and the risk of end-stage kidney disease is down 28 percent, according to the study.

The biggest declines in diabetes-related complications have occurred for heart attack and stroke, especially among people aged 75 and older.

But, the news isn't all good.

During the same time frame that diabetes complications were dropping, the rates of diabetes diagnoses were soaring. In 1990, 6.5 million Americans had diabetes. By 2010, that number was 20.7 million, according to the study authors.

Health experts point to the obesity epidemic as a leading contributor to the rise in cases of type 2 diabetes.

And, although the rates of diabetes complications are significantly lower than they used to be, they're still far greater than for those without diabetes. For example, someone with diabetes has a six times greater risk of developing kidney failure than does someone without the disease. The risk of amputation is 10 times higher, while the risk of a heart attack is twice as high, according to the study.

"In general, this study is good news. Rates of diabetes complications have declined, and that's a testament to what good care and self-management can do," said study author Edward Gregg, chief of the U.S. Centers for Disease Control and Prevention's epidemiology and statistics branch in the division of diabetes translation.

"For the average person with diabetes, the complication risk is far less than it was. But, we wouldn't want to send the message that this battle is won," Gregg added. "The baby boom generation is moving into the high-risk years for diabetes. Even if we make continued improvements, the fact that the baby boom generation is moving into high-incidence years means a lot of cases in the future."

Results of the study are published in the April 17 issue of the *New England Journal of Medicine*. Data for the research came from the National Health Interview Survey, the National Hospital Discharge Survey, the U.S. Renal Data System, and the U.S. National Vital Statistics System.

In 1990, just over 140,000 Americans with diabetes had a heart attack. In 2000, that number had jumped to 191,000. By 2010, it was down to almost 136,000, according to the study.

A closer look at those heart disease numbers, to see how many people per 10,000 with diabetes had a heart attack, shows a much steadier decline. In 1990, 141 people per 10,000 with diabetes had a heart attack. In 2000, it was 106 people per 10,000, and by 2010 that number had dropped to a low of 45.5 per 10,000 people with diabetes, according to the study.

The only category of complication that didn't see a drop of more than 50 percent was end-stage kidney disease, although there was nearly a 30 percent decline in this complication. Gregg said it's possible that the large drops in the other categories may be slowing down the rates of improvement in kidney disease. People with diabetes may now be living long enough to get end-stage kidney disease, he explained.

Dr. Joel Zonszein is director of the clinical diabetes center at Montefiore Medical Center in New York City. He said the new study "shows us we have an opportunity. Good treatment can prevent diabetes complications. When we treat early and aggressively, people with diabetes — either type 1 or type 2 — can do quite well."

Zonszein said he thinks "Medical therapy is making a big difference in complications." That includes blood-sugar lowering medications, drugs for high blood pressure and drugs to lower cholesterol levels, he said.

Gregg agreed that better tools to manage risk factors for complications — such as medications — along with better ways to identify people with diabetes may have contributed to the improvement in the complication rates. He said diabetes education has also likely played a big role in the drop in complications.

"We need to continue to work on improving care, but we also need to turn more attention to preventing diabetes in the first place," Gregg said.

Learn more about preventing diabetes complications from the U.S. National Institutes of Health.

SOURCES: Edward Gregg, Ph.D., chief, epidemiology and statistics branch, division of diabetes translation, U.S. Centers for Disease Control and Prevention, Atlanta; Joel Zonszein, M.D., director, clinical diabetes center, Montefiore Medical Center, New York City; April 17, 2014, New England Journal of Medicine

Reprinted from the Wednesday, April 16, 2014 HealthDay News



RAIN, SHINE OR HEAT!
OUTDOOR PARK AND AIR CONDITIONED BUILDING

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

MEMBERS AND THEIR GUEST



ANNUAL PICNIC

COME EARLY – STAY LATE

SUNDAY, AUGUST 17, 2014

Open from 1 p.m. until 5 p.m.



Where:

Aerospace District Lodge 837 IAM/AW Machinists Hall and Park
212 Utz Lane Hazelwood, MO 63042

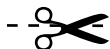
SPECIAL GUESTS INVITED
NATIONAL UNION OFFICERS

FREE – REFRESHMENTS – FREE

Beer, Soda, Bar-B-Que

Fred Wolfmeyer
President

Robin Robertson
Chair Person



APWU ANNUAL PICNIC

Come one, come all! The APWU Annual Picnic will be August 17, 2014, at the Machinists and Aerospace Workers Hall at 212 Utz Lane in Hazelwood. **Please RSVP by August 4, 2014.** Enjoy a day of food and fun with your co-workers and friends. There will be games for the kids, face painting and a clown.

Name _____ Tour _____

Number of guests _____

There is a limit of six (6) guests per member.

Cut out and return to: Robin Robertson, 1705 S. Broadway, St. Louis, MO 63104



Proposed Constitutional Change

Article 4 section 1A-Delete Article 4 section 1A and insert the following new language

Change submitted by Melvin Sanders

Article 4

Dues, Fees and Assessments

Section 1

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

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

Committee Voted Concurrence



POSTAL HISTORY

Mail your children



In 1913 it was legal to mail children. With stamps attached to their clothing, children rode trains to their destinations, accompanied by letter carriers. One newspaper reported it cost fifty-three cents for parents to mail their daughter to her grandparents for a family visit. As news stories and photos popped up around the country, it didn't take long to get a law on the books making it illegal to send children through the mail.

Support Services showing love to ther angel Roz 007 Bond! She will be missed and never forgotten.

Top to bottom: Lisa Davis, Vagena Rickman, Tamara Quinn, Sheila James, Synobia Cogshell, Kim Goodwin, Sarah Crigler, Nina Johnson, Shelia James, Karen Moody, Diana Bolden

Memorandum of Understanding between the United States Postal Service and the American Postal Workers Union, AFL-CIO

Re: FILLING OF RESIDUAL VACANCIES

I. Clerk Craft

The parties agree to the following procedures, during the term of this agreement, to fill residual vacant duty assignments, in the clerk craft, that are not subject to a proper withholding order pursuant to Article 12 of the 2010-2015 Agreement.

A. In order to revert any residual duty assignment for the clerk craft, the procedures listed in the terms of the Memorandum of Understanding (MOU) concerning Reversion of Withheld/Residual Vacancies dated November 7, 2011, shall be followed. The residual duty assignments released from withholding related to the Area Mail Processing (AMP) excessing events will be considered to be viable under the terms of this MOU without further review.

Residual duty assignments under the terms of this agreement will be filled in the following order:

1. Unencumbered clerks in the same installation.
2. Employees with Clerk Craft retreat rights pursuant to Article 12.5.C.5.a(5) or Article 12.5.C.5.b(6).
3. Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.C.5, who request transfers within the District or a 100 mile geographic radius through eReassign 21-Day Posting.
4. Conversion of Part-Time Flexible (PTF) Clerks in the same installation.
5. Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.C.5, who request voluntary transfers beyond the District or 100 mile geographic radius through regular eReassign.
6. One time posting of remaining residual duty assignments to PTF Clerks in other installations within the District who are on the rolls as of the effective date of this agreement.
7. a) Transfers through regular eReassign, from other APWU crafts, employees with priority consideration
b) Transfers through regular eReassign from all crafts, employees without priority consideration.
Both a & b combined will be limited to the one in four or one in six rule as defined in the Memorandum of Understanding, Re: Transfers, as applicable.
8. Conversion of Clerk Craft Postal Support Employees (PSEs) to career status within the installation.

The above pecking order will be accomplished through normal existing procedures as described below:

- Step 1&2) Those recently released residual duty assignments related to the AMP process, and those residual duty assignments determined to be still viable under the MOU concerning Reversion of Withheld/Residual Vacancies, will be filled no later than the second full pay period after the effective date of this agreement.
- Step 3) Recently released withheld residual duty assignments which had previously been posted in the Clerk Craft 21-day posting process, will be posted in regular eReassign on the May 1st posting. New residual vacancies must be posted in the Clerk Craft 21-day posting process, before being posted in regular eReassign.
- Step 4) After employees from impacted installations have had an opportunity to fill the residual vacancies within the District or a 100 mile geographic radius, the duty assignment(s) will be filled by converting a part-time flexible clerk(s) to full-time regular in the same installation, according to Article 37.5 of the 20102015 Agreement.

- Step 5) Residual duty assignments that cannot be filled through steps 1, 2, 3 & 4 above will be posted in regular eReassign for voluntary transfers, for a 21-day period during the next available posting cycle.
 - Step 6) Any residual vacancies remaining will be filled by PTF clerk transfer requests from other installations through a one-time posting of full-time regular residual duty assignments for PTF clerks employed within the District that has the remaining residual vacancies by craft seniority.
 - Step 7) Residual vacancies that remain will be filled by acceptance and placement of voluntary reassignment (transfer) requests in eReassign from all crafts as agreed in point 7 of the pecking order.
 - Step 8) Conversion of Postal Support Employees (PSEs) to career will be by relative standing within the installation. When converting to residual Function 4 duty assignments containing window duties, the conversion to career will be deferred until after a one-time opportunity to train and qualify is provided to those PSEs, with the highest relative standing within the installation, that have not previously qualified. Any PSE, who fails to qualify under this one-time opportunity, will remain in a PSE status, with the same relative standing, for future conversion opportunities.
- B. During the term of this agreement no reassignments in the clerk craft will be made within or between installations or from other crafts, unless the reassignment is made based on a mutual exchange in accordance with Article 37.2.D.7, or through the Article 12 involuntary reassignment process, or pursuant to this agreement.
 - C. The seniority of employees moving between installations pursuant to the terms of this agreement will be determined by application of the 2010-2015 Agreement.
 - D. Employees moving between installations pursuant to the terms of this agreement are solely responsible for any and all costs related to relocation.
 - E. The union will be provided a list of all residual vacancies posted for each eReassign cycle and the results of the 21-day postings.
 - F. This agreement, as it applies to the Clerk Craft, is effective from March 20, 2014 until October 31, 2014. If the agreement is extended beyond October 31, 2014, by mutual agreement, either party may terminate the agreement at the national level by providing 30 days written notice to the other party.
 - G. Any disputes regarding this MOU will be resolved through the Alternative Dispute Resolution (ADR) process at the Headquarters Level.

This agreement, as it relates to the Clerk Craft, is reached without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms.

II. Maintenance Craft

In the Maintenance Craft, duty assignments will be filled in accordance with Articles 38.3, 38.4, 38.5, and the Order for Filling Vacant Maintenance Positions found at pages 280-281 of the JCIM. After applying item 7.a (Maintenance Transfers) of the Order for Filling Vacant Maintenance Positions, at that point, custodial duty assignment(s) shall be filled by offering conversion to PSE custodian(s). The parties will address procedures concerning PSE conversion in a separate MOU.

III. Motor Vehicle Craft

In the Motor Vehicle Craft, residual duty assignments will be filled by application of Article 39.1.B.6, Article 39.1.B.7 and Article 39.2.A.11. The filling of residual vacancies in accordance with these Articles will be by converting PSEs working in the same position as the residual vacancies (Mechanic, Technician, TTO or MVO) in the same installation.



Doug A. Tulino
Vice President
Labor Relations
U.S. Postal Service



Mark Dimondstein
President
American Postal Workers
Union (AFL-CIO)

Date: 3-20-14

St. Louis Gateway APWU
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St. Louis, MO 63104
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Press On

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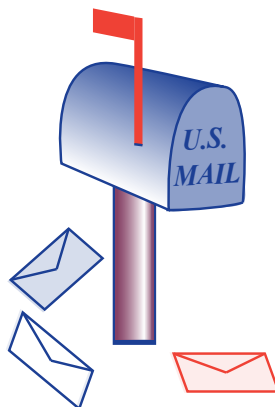
Office Hours
Monday-Friday: 8 a.m. - 5 p.m.
Saturday: 7:30 a.m. - 4 p.m.

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

GATEWAY LOCAL CALENDAR

May 26 (Monday)	Memorial Day Holiday
June 11 (Wednesday)	Executive Board Meeting (2 p.m.)
June 14 (Saturday)	General Membership Meeting (9:30 a.m.)
June 16 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
July 4 (Friday)	Independence Day Holiday
July 9 (Wednesday)	Executive Board Meeting (2 p.m.)
July 14 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
August 6 (Wednesday)	Executive Board Meeting (2 p.m.)
August 11 (Monday)	Stewards' Training
August 17 (Sunday)	Annual Picnic

There will be no General Membership Meetings
in the months of July and August.



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.