



New Year, New Culture

By Frederick Wolfmeyer, President

The new year has started and along with it we have a new culture at the Postal Service. Many of our members will be retiring soon from all the crafts we represent and this will present several challenges to the local union. What I have heard from locals all around the country, postal management will almost certainly revert the positions vacated by those who retire and will backfill with non-career employees. This strategy by the Postal Service will be touted as necessary and prudent so that the service can further cut costs and try in vain to save a sinking Postal Service ship because management is not addressing the real problems causing their financial woes.

The APWU, both on the local and national levels, has been telling anyone who will listen that the main cause of the service's financial problems is the pre-funding requirement placed on it in 2006 by the Postal Accountability and Enhancement Act. As you know, this legislation imposed a mandate that the service pre-fund its future retirees' health care 75 years into the future and it had to be accomplished in 10 years. This caused the service to pay \$5.5 billion into this fund each year for 10 years. This is the driving force behind the financial problems and only Congress can fix it.

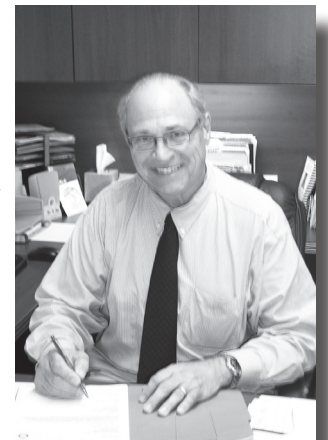
This past year we saw the Senate pass a bipartisan bill that was sent to the House where it was ignored because the chairman of the committee that could bring it to the floor for a vote, Darrell Issa, does not agree with the Senate bill and has tried to get his own postal bill passed. His bill that only has a handful of co-sponsors would be, according to most who have reviewed it, devastating for the Postal Service and would gut our collective bargaining agreement.

So even though we have started a new year, we still have many of the same old problems facing this great institution

for which we work. The new culture I speak of is the potential and probable influx of non-career employees. The service will 'use' and abuse these employees while violating the contract at every turn. Let's be real here, we see violations every day and do nothing about them. You all see supervisors working the mail, working on the DBCSs and other machines and we all seem to turn and look the other way. Now, you will begin to see the result of apathy. Fewer and fewer career employees, more supervisors performing your work, and a revolving door of non-career employees who work on the cheap with no benefits who the Postal Service will use and then kick to the curb.

Another part of this new culture is the relaxation of service standards. The service will now try to deliver mail that was overnight in two to three days and two-day mail in four to five days. Relaxing these standards will allow the service to close and/or consolidate many of the mail processing plants around the country. The one thing that set the service apart from its competition, 'service', is now an afterthought of what will certainly become a mediocre company.

We have also seen constant movement of management personnel. With all the changes we have had here in the Gateway District, it seems as if management has installed a revolving door at the entrance on 1720 Market Street. I vividly remember asking an MDO recently how long he would be here, since it seemed like all the previous managers were here for only a minute. He assured me he would be here for a long time and build a career here. Well, he is leaving and soon. New strategy, constantly change



managers and supervisors, business philosophies, service standards, etc. to keep in step with the new postal culture.

How do we change the new culture? We all must watch and report all violations. If PSEs are working 30 or more hours each week, let us know so career positions can be created through the grievance process. If supervisors are performing your duties, get offended and challenge them.

Simply tell them that it is your work not theirs and then call a steward. They know they are not supposed to be doing your work because I bring it up every time I am at a labor management meeting with the plant manager. Watch for violations and file a grievance. You will get paid for any violation that can be verified and proven through the grievance process.

As I stated above, this year will have many challenges and not all will

have to do with policing the contract. We will be losing approximately 150 members from the local due to retirements and this means that administratively we will have to watch our finances closely. All the officers are committed to working hard to make sure your local union continues to offer you the best representation. I am looking forward to serving you in this new year and dealing with the new challenges that lie ahead.



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Blacks and the Labor Movement

By Sheila Patton-Harris, Editor

February is Black History Month. It is said that those who do not learn from the past are destined to repeat it. Many people take union membership for granted.

It is of little importance to some today. They see no need to get involved with labor organizations and are perfectly willing to let “someone else” handle it.

Labor unions were once a bastion of racism and discrimination. The American Federation of Labor was one of the worst. As it and other exclusionary unions gained power, blacks were put out of good work, and in many cases, out of all work. Blacks who attempted to organize were met with not only the prospect of losing their jobs, but with violence by the police, militia and vigilante groups. No assault on black economic advancement was as damaging as the relentless unionization of American railroads.

Working on the railroads was once the ticket to middle-class status for black men and their families in the late 19th and early 20th centuries. Woodrow Wilson’s administration cut a deal with the railway unions during the First World War. This marked the closing of opportunities for black railroad workers. The Labor Act of 1926 succeeded where decades of racially exclusionary union constitutions, race strikes, and physical intimidation had failed. Unions used their power to negotiate racially discriminatory agreements with railroads. Those blacks associated with the Brotherhood of Sleeping Car Porters were able to keep their jobs, but the act’s overall effect was to cause a steep decline in black railroad employment.

The pattern repeated itself in other respectable lines of work, most often with the assistance of the federal government. Blacks were cast out of the building trades by a successful push to unionization. Even though they were barred from the white unions, they were viewed as strikebreakers when they attempted to work during strikes or as “union busters” when they worked for lower pay than the union wage. When they fought back by trying to undercut the union pay scale, Congress stepped in and passed the Davis-Bacon Act. This act required all construction contractors with federal building contracts in excess of \$2,000 to pay their workers the prevailing wage as determined by the secretary of labor.

Though these initial progressive reforms may have had a negative impact on blacks, these were only a first step. In 1869, the Philadelphia-based Noble Order of the Knights of Labor became the first white labor union to actively organize black worker. By 1886, they listed 6,000 black mem-

bers, most of them in the South. Blacks were still second-class citizens in the union. The Knights abandoned 9,000 black workers who walked off their jobs at sugar cane plantations in Louisiana, leaving them open to attacks by militia and vigilante force.

In the South, organizers faced death in their efforts to unionize farm labor. These efforts led to a tragedy in Elaine, Arkansas. Sharecroppers, tenant farmers and laborers had formed the Progressive Farmers and Household Union of America. White planters responded with vigilante violence that left 100 blacks dead and destroyed the union.

Even under these conditions, organizing efforts continued. After a protracted battle with the Pullman Company, A. Philip Randolph formed the Brotherhood of Sleeping Car Porters. It became the first black affiliate of one of the most powerful unions in the nation, the American Federation of Labor. (AFL)

The 1950s and 1960s brought about great changes. An alliance was formed between the Civil Rights Movement and the Labor Movement. Organized labor was recognized as one of the staunchest institutional supporters of civil rights legislation. Progressives then went on to lead the fight to outlaw discrimination in employment and in labor unions. Blacks did not become full participants in the labor movement until broad economic trends had diminished the influence and importance of unions, and of heavily unionized industries.

History has a way of repeating itself. Don’t take your union membership for granted. At one time blacks were excluded by labor unions. Many faced vigilante violence and beating by the police and militia and even death so that anyone, regardless of color, could attain union membership and representation. Stand up and fight for your right to be an active participant in your union.





Director of Research and Education

By Gene Hollenbeck

The holidays have come and gone. I hope everyone had a Merry Christmas and Happy New Year. We now need to turn our attention back to Congress and let them know that the country needs their Postal Service.

The reason that the service is in this financial condition is because of the Postal Accountability and Enhancement Act of 2006. It was a lame duck Congress that passed this bill, by a voice vote, in 2006. If the service were not required to pre-fund the retirees' health benefits 75 years into the future, and do this within a 10-year time frame, we would not be in the shape we are now in.

We need to let our elected officials know that the Postal Service is a viable resource and that they need to save this communication line for all Americans. The USPS is the

best postal system in the world and provides the best service to all citizens.

The reason most often stated as to why our mail volume is down is because of the Internet. The Internet has been around for years and really doesn't account for that much of the drop in mail volume. Our biggest problem is the economy. If Congress can fix the economy, then they will fix the Postal Service. They have to give up the politics as usual and start to fix the problems caused by trying to make President Obama a one-term president. The people have spoken, now Congress needs to answer that call.

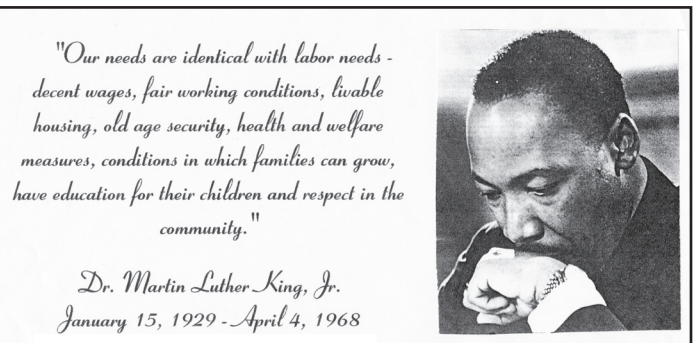
Fix the economy. Make the tax laws equitable and close the loopholes. Save the US Postal Service. They broke it, and only they can fix it. Call and write your congress person and senator. Let them know that you want them to save our service.



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 2013.

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.



New Year's Resolution

By Fred Wolfmeyer



I know, we all hate to think about New Year's resolutions. We all resolve to do something that we know we should do, but for some reason, we hold off until January 1 to do it. Even then we decide to celebrate on January 1 and resolve all the more to begin our resolutions on January 2 with all the more fervor. Unfortunately, after a couple of weeks and in some cases days, we revert back to our old habits and swear that next year we will do better. Sound familiar? So what resolution can we think about and actually do?

I think that the simpler the act the easier it is to accomplish. We have seen more than our share of sadness this past year, the most recent of which was the killing of the small children at Sandy Hook Elementary in Connecticut. However, we cannot forget the many, many young people who are killed senselessly every week on the streets of our cities and the many children who are abused and must suffer silently as their innocence is lost. Don't forget about the elderly who are abused by their own children or those seniors who are never visited by their families because it is an inconvenience. Sadness is everywhere and for us, who have family and friends, it may seem inconceivable that this actually occurs on a daily basis in the year 2013, but sadly it does and all too often.

Why do I bring this subject up in an article entitled New Year's Resolution? The answer is as simple as what I am about to ask you all to do. Remember, keep it simple. And actually what I am going to ask of you is not my idea, but one that started after Sandy Hook and has spread across the country. It is the idea of paying it forward. This idea has been gathering momentum and I hope it never stops. This could be our resolution for 2013, one where we, for no reason at all, choose to do something good for a family member or a person whom we do not know. The hardest part though, is you cannot do it expecting something in return. The act must be totally unconditional with no expectation of anything in return except the feeling you get because you know what you did. One act of goodness, that's all and your resolution for 2013 will be satisfied. But, and yes there is a but, somewhere down the line, your act of kindness will come back to you because it will have gone full circle and you will be astonished. What do you do then? Start it all over again and keep it going. What a wonderful way to honor the memory of all those who have died or who were abused. Who knows, you may start something bigger and make a real difference in this world for good. Have a happy new year and pay it forward.





GREETINGS TO ALL ASSOCIATE OFFICE MEMBERS!

By Becky Livingston

Happy New Year!

This may be a **new year** but we are starting off the **new year** with last year's problems! This article will go over some of the same things we have gone over in the past, but they will be just as important for you going into the **new year**!

No More Mandatory Overtime! Effective November 27, 2011

Sounds simple, right? Wrong! This is still a recurring problem even though it is now 2013 and management has had plenty of time to staff their post offices properly. Do you have a non-traditional regular in your office? Did you decide to not sign the Overtime Desired List for the first quarter of 2013 because you would like to actually work your bid assignment and enjoy a scheduled day off? Are you being drafted anyway because your office is short-staffed and there is yet another "daily emergency" because someone is on vacation or called in sick? If you answered yes to any of these questions, you are just one of many clerks facing these same situations. The first thing I must make perfectly clear is, if you are drafted and instructed to work overtime, **please follow instructions!** No mandatory overtime does not mean we can actually say **NO!** It just means we work the overtime and are compensated for our efforts. We have been successful settling some grievances at Step 1, agreeing on an additional 50 percent premium and of course we are sending some grievances to the next step because the postmasters are claiming everything is an emergency. I have even had some offices that settled at Step 1 on the additional 50 percent premium and after those managers left, the new managers refused to comply with the settlement. I am still trying to get those grievance settlements paid and have had to file other grievances regarding their failure to honor those settlements. Unfortunately, this takes time, sometimes too much time, but the grievances are still in the system and I will get you paid as soon as I can. If you are in an office that has regulars with NTFT assignments and are not on the Overtime Desired List, yet are being drafted, please request a steward so I can address this issue.

Vacation Selections 2013 Leave Year

Has your office completed the Vacation Selection Process for 2013? Please make sure that your vacation selections are taken care of if you haven't done so. The 3971s for these selections should be signed by your supervisor and returned to you for your records. This process has become quite important over the last year because of the DUOs occurring in small offices and PTF clerks transferring into larger offices in order to receive more hours. Your vacation selections follow you to your new assignment. If you have been working in another office besides your home office due to a DUO, you select vacations among clerks from your home office and take it with you. If you are on a higher level assignment, please know that this assignment can disappear at any time and you should have selected your vacations, by seniority, during the Vacation Selection Process at your home office. If your office is short-handed and incidental leave is being repeatedly refused due to the "needs of the service," please let me know. In each of the Local Memorandums the union and management have established a certain percentage of clerks that can be off on any given day and still operate the office. The Local Memorandums for each office can be found on the STLOUISAPWU.ORG website. There is a lot of important information that you can obtain from this website and I encourage everyone to check it out.

204-B Supervisory Roles

While the APWU is aware of the fact that we have members who choose to volunteer to work in a 204-B position, we would like to remind you that we represent the clerk craft and while you are in the 204-B position you are functioning in a supervisory capacity. The Collective Bargaining Agreement specifically addressed the intent of the limited use of the 204-B and it is the job of the APWU to make sure the CBA is adhered to. There has been some confusion regarding the continued use of the 204-B, but after many meetings and a lead clerk question

and answers was agreed to by Patrick M. Devine, manager Contract Administration-USPS Labor Relations; and Rob Strunk, director Clerk Division, APWU, the APWU has been successful in making sure the specific guidelines regarding 204-Bs is being implemented. This is not personal, this is our job. Every National Convention addressed the use of the 204-B and the general consensus was members wanted the use eliminated altogether. As it stands as of June 1, 2012, clerks and other employees from other bargaining unit crafts could be utilized as 204-Bs, supervising clerk craft employees, to cover supervisory absences or vacancies of 14 or more consecutive calendar days. The usage of a 204-B was normally limited to no more than 90 days. The intent of this was to create lead clerk positions if the need for the use of the 204-B exceeded 90 days. The lead clerk position was set up to be able to perform all of the duties of a 204-B except issue discipline and approve leave. The APWU has always maintained that this was work best performed by bargaining unit employees. While this issue has caused some confusion because we have 204-Bs that have been in these vacancies for years, the APWU is addressing these vacancies and the post office will be taking care of these 204-Bs over the next few months.

Postal Support Employees (PSEs) “Not Just Casuals Anymore”

By now your postmaster has hired a few PSEs or has plans to do so. A postal support employee is just that. They are there to eliminate the use of overtime and to fill in when needed to supplement the workforce. If utilized properly, the PSE will become an integral part of the Postal Service. The APWU realizes the need of the PSE, but we still maintain that if they consistently work over 30 hours a week on the window, the office needs another career employee in that office. I will need your help in keeping up with this. If you see that the PSE in your office is working more than the 30 hours every week, on the window, please call me. The numbers of clerks in that installation regulates the number of PSE employees allowed to be hired and the exact number that can be worked on the window and we need to make sure these numbers are adhered to. In other words, the **APWU** needs your **help!** We have welcomed the PSE into the APWU knowing that the goal of the PSE is to eventually become a career postal employee but until that happens we need to make sure our current career postal employees are taken care of.

Zero Tolerance Policy

“We have to make sure we are following all postal policies”

More than ever it is important that we maintain our composure and follow all of the postal policies we have agreed to during the course of our career. I have had calls from postmasters over the last several months concerning problems concerning several different postal policies regarding conduct and behavior on the workroom floor. I won't go into details other than to say, please consider the consequences when you think you have the right to argue with your supervisors or co-workers and create scenes on the workroom floor and at the window in front of customers. We all know that the Postal Service is trying to reduce the work force. If you are given an emergency placement, instructed to clock out and leave immediately, you are in some serious trouble concerning your job. When the OIGs get involved, it gets ugly. Unfortunately, no matter what happens or who was at fault, when the question of integrity and personal behavior comes into question, the OIGs are called and we are held accountable by being immediately removed and told there will be an investigation performed. This investigation can sometimes take months even years to complete and let me tell you the OIGs are never in any hurry. They are not concerned about you or your family. The APWU represents you, but there is no guarantee we can get you back to work. Do you really want to take that chance? Is it really worth it? The next time you think about doing or saying anything that could be taken as creating a hostile work environment or could be seen as conduct unbecoming a postal employee, **please stop!**

Associate Office Meetings

I would like to thank everyone who came to the November Associate Office Meeting in Eureka. These meetings are very helpful in that information is given to me that would normally not be mentioned during the course of the year. Just sitting around talking about issues that affect all of us is a very useful tool. Any time anyone has a question, please feel free to call me and I will be glad to help. We will try to have another meeting sometime in the spring. I will make sure to let everyone know in plenty of time, so you can join us. These meetings are fun and, hopefully, educational. Have a safe and happy new year and once again, call if you need anything. Thanks for all of your support and I am looking forward to serving you in any way I can.

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Retirement Programs
Annual Leave Exchange
Savings Bonds
W2 Form Reprints

Thrift Savings Plan (including Catch-up Contributions)

USPS Telephone Numbers to Remember

Employment Verification	1-877-477-3273 OPTION 5 Listen to all prompts to speak w/agent
Employment Verification (currently employed)	1-800-276-9850
Flexible Spending Account	1-800-842-2026 TDD 1-866-649-4869
Employment Hotline	1-314-436-3855
PostalEASE	1-877-477-3273 TDD 1-800-520-0625
Shared Services (Accounting)	1-866-974-2733
Thrift Savings Plan	1-877-968-3778 TDD 1-877-847-4385
Uniform Allowance (Citibank)	1-800-287-5003 TDD 1-800-877-1113
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www.opm.gov
www.postalrelief.com
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**CONSTITUTION AND BY-LAWS OF THE ST. LOUIS GATEWAY DISTRICT
AREA LOCAL AMERICAN POSTAL WORKERS UNION**

AFL-CIO

AS AMENDED DECEMBER 2012

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, lock-out 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 Press On mailing 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, transpor-

tation 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 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.
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.

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 officers 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 officio 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 func-

tions 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 co-ordinate 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. Payment of the normal operating and business expenses of the Local shall be subject to the approval of the Executive Board or the General Membership Meeting.
- C. 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.

ing 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.
- C. The full-time officers whose salaries are based upon the **PS grade [as referenced in Art. 7. Sec. 3 (A), (B), and (C)]** will be adjusted to reflect any negotiated upgrades and Cost of Living Adjustments for those grades.

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

Let me start out 2013 by wishing Happy New Year to all my union sisters and brothers. May you all flourish in the coming year.

There have been some changes that pertain to the 204-Bs. The new contract tries to eliminate the 204B position and replace it with lead clerks. A lead clerk is part of the bargaining unit. This is a senior qualified position. It goes to the senior bidder not to somebody's friend or relative. This gives everyone a fair chance. There is no need to submit a 991 or jump through hoops to get the position. There are no qualifications to be a 204B. Management picks and chooses who they want. One 204B is up to a 14-day suspension for his attendance.

Thankfully, rumor has it that there will be a new supervisor's class in January. Those who want to be supervisors should apply for the class. The union is asking that more lead clerk positions be posted. Some of the 204Bs ask why the union is picking on them. The new contract language states "No later than June 1, 2012, 204B usage in the Clerk Craft is restricted to the absence or vacancy of a supervisor for 14 days or more. This use is limited to no more than 90 days." No one wants to pick on the 204Bs, especially not the union. The contract language is what it is and must be enforced. All of the 204B clerks know that they could lose their bids if they stay in the position past 90 days.

For many years, the union fought to eliminate mandatory overtime. With this new contract, we were finally successful. Only the clerks who wanted to work past eight hours or on their non-schedule days and signed the overtime-desired list would be required to work overtime. Now, some clerks want to work OT when they feel like it and not sign the ODL. This is unacceptable. If you want to work, put your name on the ODL (overtime-desired list). If you are unwilling to sign the list for the quarter, don't sneak and try to get around this rule by going to a different part of the building to do your overtime. This only causes confusion and conflict. Overtime is by section and tour. If there are volunteers in that section and you come to the section and work overtime, you are knocking the people on the ODL in that section out of overtime. Also, you could subject yourself to discipline for unauthorized overtime.

We have fought many battles and won. The war is not over. Now is not the time to sit back and relax. There will continue to be attacks on the Postal Service especially from the Republicans in Congress. We must be willing to write letters, make phone calls, picket and take whatever steps are necessary to make sure the United States Postal Service remains a viable entity.

**Nominations for Delegates to the
2013 Missouri Postal Workers Union State Convention
will be held at the February General Membership Meeting
February 16, 2013**

**Election will be held March 17, 2013
at the Union Hall from 6 a.m. to 6 p.m.**

***The Tri State Convention will be held in
Hot Springs, Arkansas
February 21-24, 2013***

Your HealthCare Companion

APWU

HEALTH PLAN



Energy Roulette

Grabbing a sports drink to hydrate while working out, or an energy drink for a quick boost to get through a long day has increasingly become a popular gamble. These drinks are the fastest growing beverages on the market, especially among teens. Marketed as dietary supplements with names like Rock Star, Full throttle, Monster, and Red Bull consumers often view them as trendy, convenient and safe, with no idea of the potential threat. Studies reveal there are serious health risks associated with these drinks and consumers should be cautious.

Potential Risks

The main ingredient found in energy drinks is caffeine, many times in undisclosed amounts. Take a closer look at the label and you'll find they are loaded with sugar and often contain a variety of unregulated herbal stimulants. Doctors warn this can be a potentially dangerous mix resulting in heart palpitations, seizures, strokes, and even sudden death. These risk increase in young children and teens. Researchers report energy drinks can also be highly addictive which may be the reason they are flying off shelves. Some of the side effects reported are increased blood pressure, headaches, nausea, dehydration and fatigue, often prompting you to drink more and develop a dependency. Studies have also revealed that the sports drink variety are highly acidic and have corrosive properties that alter your mouths natural PH balance which can very quickly damage teeth.



To Drink or Not to Drink

The question raised is, "Are these drinks even necessary?" The general consensus of researchers is No. Aside from being costly, the risks seem to outweigh the reward. The added sugars pack on calories sometimes more than you would burn off in an average work out, quashing the calorie burning benefits of your exercise regimen. The energy boost is often short lived with unsafe side effects once the jolt wears off. Doctors advise for the non-athlete, hydrating with water is a much better choice and it is usually free. Try getting 8-10 hours of sleep so you are fully charged to make it through the day. Reducing stress; maintaining a healthy weight and eating a balanced diet would be your best bet.



Carter, Marqueishia
Chen, Mingke
Davis, Deborah
Davis, Charles III
Gerdel, Melvyn

Hall, Daniel
Hanson, Victoria
Huang, Jing
Kwan Lee, Gene

Maloney, Mark
Mitchell, Jeffrey
Reichert, Eugene
Yao, Jenny



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

Marilyn Bredenkamp
Mother of Paul Bredenkamp

Arthur Harris
Former Asst. Clerk Craft Director
Former Director of Organization
Retired

Gladys Richards-Brooks
Wife of Harold Brooks
Retired

James D'Amico
Father of Mary D'Amico
Maintenance



IF THERE WAS JUSTICE IN THE WORLD

2013 UNION MEETING DATES

Executive Board Meetings	General Membership Meetings	Steward's Trainings
January 9, 2013	January 13, 2013 - 3 p.m.	January 14, 2013
February 13, 2013	February 16, 2013 - 9:30 a.m.	February 11, 2013
March 6, 2013	March 10, 2013 - 3 p.m.	March 11, 2013
April 10, 2013	April 13, 2013 - 9:30 a.m.	April, 15, 2013
May 1, 2013	May 5, 2013 - 3 p.m.	May 13, 2013
June 12, 2013	June 15, 2013 - 9:30 a.m.	June 17, 2013
July 10, 2013	No Meeting in July	July 15, 2013
August 7, 2013	No Meeting in August	August 12, 2013
September 4, 2013	September 8, 2013 - 3 p.m.	September 9, 2013
October 16, 2013	October 19, 2013 - 9:30 a.m.	October 21, 2013
November 13, 2013	November 17, 2013 - 3 p.m.	November 18, 2013
December 11, 2013	December 14, 2013 - 9:30 a.m.	December 16, 2013

Revised 11/16/12

HAPPY BIRTHDAY!

JANUARY

Ackles, Eunice
 Alexander, Andre
 Anthony, Jerome
 Askew, Deborah
 Bacon, Joyce
 Baker, Anthony
 Baker, Latosha
 Barry, Walter
 Barton, Daniel
 Batteast, Brenda
 Bobo, Diane
 Bond, Rosalind
 Booker, Yvette
 Bradley, Kenneth
 Brandon, Jacqueline
 Brooks, Allen
 Brown, Carolyn
 Bruce, Tony
 Butler-Pfaff, Teresa
 Casagrande, Rick
 Cherry, Margaret
 Clarke, John
 Cogshell, Gwendolyn
 Cogshell, Synobia
 Coney, Darrin
 Connelly, Joseph
 Daly, Ronald
 Deboise, Darnell
 Dee, Robin
 Diebold, John
 Ernst, Bruce
 Flecke, Michael
 Fuller, Darthy
 Gehlback, Rex
 Gillon, Karen
 Goodnetter, Robert
 Graham, James
 Griffith, Stephanie
 Guyton, Jink
 Hall, Alvin
 Hart, Susan
 Heitman, Lori
 Hensely, Tex
 Higgins, Marilyn
 Hollenbeck, Millard
 Holloway, Charles

Holmes, Calvin
 Hooks, Bernard
 Hopson, Christi
 Hunter, Rita
 Jackson, Richard
 Johnson, Jocelyn
 Johnson, Vivian
 Jones, Alice
 Kinnison, Peggy
 Kirchoefer, Larry
 Knobbe, Janice
 Kowalczyk, Kathleen
 Kratzer, Steven
 Lambert-Davidson
 Lang, Emily
 Larry, Alicia
 Lefler, Eric
 Lentz, Russell Jr.
 Leopold, Freddie
 Lewis, Josephine
 Lingo, Michelle
 Little, Bernard
 Livingston, Rebecca
 Lockett, Rosie
 Lower, Linda
 Lowry, Roger
 McAfee, Richard
 Miller, Karen
 Moody, William
 Moore, Letittia
 Moore, Vernita
 Mosby, Delandrae
 Myers, Hershel
 Nelson, Larry
 Newton, Bernzella
 O'Shaughnessy, Robert
 Perryman, Pamala
 Pierce, William
 Pinkowski, Richard
 Poe, Kenneth
 Provaznik, John
 Reese, Robert
 Richmond, Michael
 Rivera, Peggy
 Robak, Shirley
 Roseboro, Gary
 Simmons, Michalle

Snyder, Jonathan
 Suk, Susan
 Thomas, John
 Thompson, Terry
 Tramble, Karen
 Venetta
 Walker, Sheila
 Walton, Sandra
 Wampler, Laura
 Washington, Melvin
 Watson-Robinson, Wendy
 Wiethuchter, Ralph
 Williams, Althea
 Williamson, Wesley
 Wilson, Marilyn

FEBRUARY

Adams, Ricky
 Alexander, Tina
 Allen, Ronney
 Andrews, Tony
 Arnold, Clarence
 Barnes, Yolanda
 Bell, Earnestine
 Benedick, Karen
 Benton, Stacy
 Blake, David
 Borowiak, Carole
 Brawley, Michael
 Breneman, Phyllis
 Bresnan, Laura
 Broch, Paul
 Brown, Charles
 Brown, Garry
 Bufford, Gerald
 Burrage, Helen
 Caldwell, William
 Car, Roman
 Chambers, Justine
 Cheatham, Sandra
 Clay, Angela
 Collins, Aaron
 Collins, James
 Cook, Cleo
 Crespo, Estaban
 Cronin, Sheri
 Crump, Scott

Curtis, Linda
 Dieckmann, Mark
 Droke, Paul
 Duffy, Brian
 Ealick, Bryan
 Elfrink, Shawn
 Enright, Russell
 Eschbacher, James
 Eschmann, Judith
 Fondreen, Chandra
 Fountain, Patricia
 Franklin, Janice
 Garrett, Janice
 Gary, Robert
 Golden, Dianna
 Grace, Sheryl
 Grant, James
 Gresham, Timothy
 Hartman, Diana
 Hartmann, Charles
 Hassard, Walter
 Haynes, Mary
 Henderson, Ray
 Henton, William
 Hight, Mark
 Hill, Valerie
 Holtshouser, Robert
 Horton, Oscar
 Huelsman, Betty
 Huff, Lisa
 Hunter, Gregory
 Hunter, Stephen
 Ingram, Lucius Jr.
 Jensen, James
 Johnson, Terri
 Johnson-Anderson, L.
 Jones, Alesia
 Jones, Alfred
 Jones, Diane
 Jones, Jeanette
 Kerperien, Pamela
 Kilcrease, Norma
 Kippenberger, David
 Koperstynski, Charles
 Krampfert, Jeffrey
 Lee, Joyce
 Lee, Pauline

Lewis, Mary
 Lewis, Nicole
 Lohmar, Brian
 Martin, Donna
 Matthews-Guy, Tamika
 McGlenn, Ralph
 McReynolds, Brett
 Mixon, Darlene
 Moore, Milton
 Morris, Kenny
 Nanna, Thomas
 Nicholson, Eugenia
 Outlaw, Deborah
 Page, Christopher
 Phillips, Theresa
 Richardson, Karen
 Robinson, Cynthia
 Russell, Barbara
 Schaffer, Danny
 Schweitzer, David
 Semchee, Thomas Jr.
 Shackelford, Gerald
 Shanks, Michael
 Simon, Darryl
 Simpson, Christy
 Singleton, Russell
 Smith, Inez
 Stefancik, John
 Sutherlin, Lillian
 Thomas, Gladys
 Thomas, Rose
 Tolliver, Jennie
 Torres, Javier
 Tyler, Mam
 Walter, Cheryl
 Walton, Sharron
 Watkins, Corey
 Weatherspoon, Cathleen
 Wells, Janice
 Wetzler, Kent
 Wheeler, Mary
 Williams, Danish
 Wilson, Archie
 Witthaus, Joseph
 Woods, Willie

APWU

American Postal Workers Union, AFL-CIO

Scholarship Program



E.C. Halibek 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

Cliff Guffey, President

Greg Bell, Executive Vice President

Elizabeth Powell, Secretary-Treasurer

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.



Black History Month

At the Crossroads of Freedom and Equality: The Emancipation Proclamation and the March on Washington

The year 2013 marks two important anniversaries in the history of African Americans and the United States. On January 1, 1863, the Emancipation Proclamation set the United States on the path of ending slavery. A wartime measure issued by President Abraham Lincoln, the proclamation freed relatively few slaves, but it fueled the fire of the enslaved to strike for their freedom. In many respects, Lincoln's declaration simply acknowledged the epidemic of black self-emancipation — spread by black freedom crusaders like Harriet Tubman — that already had commenced beyond his control. Those in bondage increasingly streamed into the camps of the Union Army, reclaiming and asserting self-determination. The result, abolitionist Fredrick Douglass predicted, was that the war for the Union became a war against slavery. The actions of both Lincoln and the slaves made clear that the Civil War was in deed, as well as in theory, a struggle between the forces of slavery and emancipation. The full-scale dismantlement of the “peculiar institution” of human bondage had begun.

In 1963, a century later, America once again stood at the crossroads. Nine years earlier, the U.S. Supreme Court had outlawed racial segregation in public schools, but the nation had not yet committed itself to equality of citizenship. Segregation and innumerable other forms of discrimination made second-class citizenship the extra-constitutional status of non-whites. Another American president caught in the gale of racial change, John F. Kennedy, temporized over the legal and moral issue of his time. Like Lincoln before him, national concerns, and the growing momentum of black mass mobilization efforts, overrode his personal ambivalence toward demands for black civil rights. On August 28, 1963, hundreds of thousands of Americans, blacks and whites, Jews and gentiles, Protestants and Catholics, marched to the memorial of Abraham Lincoln, the author of the Emancipation Proclamation, in the continuing pursuit of equality of citizenship and self-determination. It was on this occasion that Martin Luther King, Jr. delivered his celebrated “I Have a Dream” speech. Just as the Emancipation Proclamation had recognized the coming end of slavery, the March on Washington for Jobs and Freedom announced that the days of legal segregation in the United States were numbered.

Marking the sesquicentennial of the Emancipation Proclamation and the 50th anniversary of the March on Washington, the Association for the Study of African American Life and History invites papers, panels, and roundtables on these and related topics of black emancipation, freedom, justice and equality, and the movements that have sought to achieve these goals. Submissions may focus on the historical periods tied to the 2013 theme, their precursors and successors, and other past and contemporary moments across the breadth of African American history.

Reprinted from Association for the Study of African American Life and History at www.asalh.org.

St. Louis Gateway APWU
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St. Louis, MO 63104
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Sheila Patton-Harris ... Editor
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POSTAL PRESS ASSOCIATION

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Union Office

1705 S. Broadway
St. Louis, MO 63104
(314) 231-7665
FAX: (314) 231-5709
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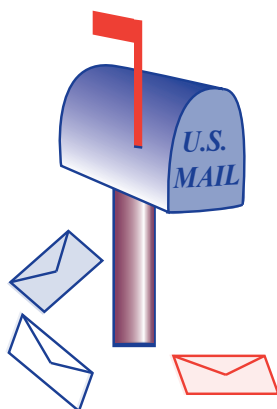
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Saturday: 7:30 a.m. - 4 p.m.

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MVS ... 314-436-5027

GATEWAY LOCAL CALENDAR

January 1 (Tuesday)	New Year's Day
January 9 (Wednesday)	Executive Board Meeting (2 p.m.)
January 13 (Sunday)	General Membership Meeting (3 p.m.)
January 14 (Monday)	Steward's Training (9 a.m. & 7 p.m.)
January 21 (Monday)	Martin Luther King Holiday
February 11 (Monday)	Steward's Training (9 a.m. & 7 p.m.)
February 13 (Wednesday)	Executive Board Meeting (2 p.m.)
February 16 (Saturday)	General Membership Meeting (9:30 a.m.)
February 18 (Monday)	President's Day Holiday
March 6 (Wednesday)	Executive Board Meeting (2 p.m.)
March 10 (Sunday)	General Membership Meeting (3 p.m.)
March 11 (Monday)	Steward's Training (9 a.m. & 7 p.m.)
March 17 (Sunday)	Delegate Election for MPWU State Convention 6 a.m.-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.