

## Be Vigilant – Protect Your Work

*By Frederick Wolfmeyer, President*

**H**ello to my union sisters and brothers. I have recently visited the plant again on both Tour 1 and 3. I have met the new senior MDO on Tour 1 and made clear to her the contractual rules pertaining to working the overtime volunteers and the rules pertaining to the number of hours per day an employee is allowed to work. Perhaps it is different in Philadelphia, where she came from, but I do not think so. I reminded her that this is St. Louis, and the same contract that applies here is in fact the same one that applies in Philadelphia. She assured me that she follows the rules and I assured her that I was there to make sure she did.

I also caught several supervisors performing bargaining unit work, again, and the appropriate grievances have been filed. “Who were they?” you ask. ... Nellie Thompson, Dorothy Gray, and Greg Tellis. When did MDOs and supervisors become elevator operators? Former Senior Plant Manager Ms. Susan Aronson, current Human Resource Manager Ms. Pam Meehan, and former Maintenance Manager Art Doscher all stated that we no longer need elevator operators, and yet mail handlers, PSEs, and management personnel continue to load, unload and run the elevators. I truly believe that if the maintenance craft elevator operators were brought back, the USPS could eliminate about 10 supervisors and MDOs. The PSEs could be put back to working the mail in automation, the dock, or elsewhere. How much money does an MDO make? I know the elevator operators were level 4. Mail handlers are MH level 4 and PSEs make around \$14.60 per hour, but supervisors are EAS 17 and MDOs around 19, and yet they are performing this work. I sat near elevator 23 on the evening of April 17 and

caught one supervisor and one MDO unloading that elevator and moving the mail onto the workroom floor. They stopped when I approached, but I’m sure when I’m not there, they still perform the work. The elevator case is due to go to arbitration on July 18 and I can only hope I am called to testify on behalf of the union.



Also during my visit, other supervisors were running the DBCSs, ASMs and DIOSS. They were moving Nuttigg trucks and APCs. Since management fails to wear anything to identify themselves as management, if I didn’t know them, I would not be able to tell if they were craft or management employees because they do so much craft work. I was ready to sign a few of them up in the union but once I saw who they were, I changed my mind. The union has addressed the issue of identification of supervisors at the Labor-Management Meetings, but acting supervisors were required to wear identification only briefly. Please also remember that the lead clerk is not a supervisor. The lead clerk cannot approve or disapprove leave nor can they issue discipline. And unlike what has happened at the plant, when a lead clerk is on their assignment, the MDO or supervisor cannot change their status from lead clerk to supervisor. If this is happening again, please inform your union steward so the union can address it.

The purpose of the lead clerk was to reduce or eliminate the use of 204-b hours. The lead clerk can do everything a supervisor can do except for issuing discipline and

*For Notice of Nominations, See Page 9*

approving leave. If management would utilize the lead clerk duty assignments properly and post enough of these assignments, all those 204-b's could be eliminated.

This new contract has proven to be difficult for management. There are issues at the AOs and stations and branches that management just doesn't understand. The lead sales and service associate (LSSA former Tech 7) and NTFT flex duty assignments have proven to be difficult for management to understand. Another issue they have trouble with is the question of the PSE cap for those PSEs allowed to work the window. The cap is normally 20 percent, but in large offices — those level 22 and above — the cap is 10 percent of the clerks who can work the window in those installations. We are doing our best to inform them on the correct procedures, but they don't understand or choose to ignore the contract. As I write this article, I am also writing to the postmaster to inform her of the current violations at the stations and branches.

The union has also seen the same types of violations at the associate offices (AOs) too. The most prevalent type of contractual violation at the AOs is management performing bargaining unit work, or cross-craft violations where rural carriers or rural carrier associates (RCAs) are performing clerk craft work. A recent example of this is the Wentzville, Mo. post office. At that location, the postmaster was using a postmaster from another small office and RCAs to perform clerk duties. The union steward informed him that he was violating the contract, but he insisted that he could do what he wanted. In

addition, when, because of the new contract, all PTFs were made regular, the postmaster there told us that he was under a direct order from the district to put all newly converted regulars into 30-hour assignments regardless of the fact they had been working 40 and 50 hours per week. This forced him to use RCAs and the other postmaster to do clerk duties. The union steward, Becky Livingston, filed a grievance which was just recently settled. The clerks in Wentzville, Mo. will all share equally in 2,136 hours of overtime. "How much is the total settlement?" you ask. This is a great settlement first of all, because it shows that if you are vigilant and persist, you too can make management adhere to the contract. The settlement amounted to \$81,808.80 or \$16,361.76 for each of the five clerks involved. I want to thank clerk NBA Dennis Taff and AO director and steward Becky Livingston for their persistence and hard work on this case. The bigger point to be made here is that all clerks can do the same. Perhaps your settlement may not be as large, but it will get the message across to management that they cannot just do what they want and ignore the contract. This work is ours and we will fight for it. Ms. Livingston has also been successful at getting several clerks made full-time regular with 40-hour assignments in post offices like Warrenton, Hillsboro, and Pacific, Mo.

And so, sisters and brothers, remain vigilant, protect your work, and I will see you all soon either at the P&DC, annex, branches, or associate offices. And to management, remember I will also see you and I will arrive unannounced.

## Postal Service Loses Money, Yet Customers Grow

*By Executive Vice President Melvin Sanders*



**W**hat business gets more customers every year, yet keeps losing money? According to Yahoo News, the U.S. Postal Service delivers mail to 11 million more homes, offices and other addresses than it did a decade ago, even as the amount of mail that people in the United States receive has dropped sharply.

The more delivery points we have to serve, the higher our costs in fuel, time spent, etc.

The cost of delivery is the Postal Service's largest fixed expense. It takes billions of dollars a year and about 300,000 people just to handle the deliveries. The service isn't losing money on delivery, but adding addresses while losing volume is the big issue.

It's not just a matter of mail volume and the number of addresses, but also where the increase is and what type of delivery is used. The service has been able to hold down delivery costs by convincing more business parks and shopping malls over the years that customers should pick up their mail at a centralized spot on the site, rather than having it delivered to individual businesses. Some housing subdivisions, likewise, now have "cluster boxes" that stand in a central spot to serve groups of homes.

The majority of the Postal Service's nearly \$16 billion loss last year stemmed from a 2006 law Congress passed forcing it to pay into future retiree health benefits, something no other agency does. That was \$11 billion of the year's total.

As an independent, non-government agency, the Postal Service gets no tax dollars for its day to day operations, but is subject to congressional control. Most people tend to view the Postal Service through old fashion lenses and don't realize that it's one of the biggest distribution mechanisms in the history of the world.

# You are in Control

By Shelia Patton-Harris



Most of you will go your whole postal career and never need a shop steward. You probably will never get discipline or get put off the clock for an altercation or any of the other offenses that would cause you to need my services. This article is not directed to you. For the other 10 percent of clerks who see me on a regular basis, please read this.

You are in control of your postal career. Many of the things that you blame on your supervisor, the union, or just about everyone else are the result of your own actions. It's time to look in the mirror and own up to your own behavior.

Getting removed from the Postal Service is a long process. At the main plant you get two letters of warning, one seven-day suspension, two 14-day suspensions and the final step is a notice of removal. You would think that after going through the first two or three steps that the individual would come to their senses and try to correct whatever problems they have. Too many times employees become so accustomed to taking off whenever the need arises, they don't think about the consequences. By the time they do wake up, their next step in the discipline procedure is removal. If they are put off the clock, they put the blame squarely on the backs of either the union or the supervisor. If they don't get their jobs back, the union is at fault. If the union is successful in returning them to duty, the supervisor was out to get them. Most of these people will be fired more than once. But they never seem to get it.

When the union is successful, instead of the employees changing their behavior, they continue as before. They seem to think that if they got me back the first time, they will be able to do it again.

Altercations result in both parties being put off the clock until an investigation is conducted. I don't know about the rest of you, but I can't afford to lose time off the clock for something that could be prevented. If you become involved in a situation that is escalating out of control, leave. Don't engage in a shouting match on the floor with another employee. It is out of the question that you put your hands on another person. With all of the violent workplace incidents that have made the news in the last few years, there is no question that you will be put off the clock. Some of you think that if I'm the first one to tell the supervisor after the fact, I won't be the one to suffer. In a recent incident, one clerk called the MDO on the phone

while the other clerk was in his office to report the same altercation. Needless to say, both clerks were put off the clock and issued discipline.

There are times when circumstances are beyond your control. But most of these incidents get resolved in the grievance procedures. These incidents are far and few in between.

The majority of people who get fired from the post office are removed for attendance. Your record speaks for itself. If you are fired and end up before an arbitrator, he will be looking at the attendance record that you made. It will all be there in black and white.

I don't want to see anyone lose their job. It is very important that you do everything within your power to avoid discipline. If you are admitted to the hospital, they can't use that time against you. If you are eligible for FMLA, use it. Dates that fall under family medical leave cannot be cited in discipline. You can ask for advance sick leave if you know you will be off for a period of time and you will be returning to duty at some point.

We will all have situations that will make it difficult to come to work at one time or another, but don't let it get out of hand. If you get a settlement on a piece of discipline, try to make the settlement. Try not to get another disciplinary action before the first one comes out of your record. Pay attention to the number of times you use S/L. Keep a journal of your absences. Remember, **you are in control.**



## From the desk of Gene Hollenbeck

*Director of Research/Education*

July 1, 1971, the new Postal Service officially begins operations. Title 39 of the U.S. Code states: "The Postal Service shall have as its basic function the obligation to provide postal service services to bind the nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities." So what has changed? Nothing.

We are still bound by Title 39 of the U.S. Code. Our basic function is still the obligation to provide postal services to bind the nation together.

We are still required to provide prompt, reliable, and efficient services to patrons in all areas and communities. So why does Congress want to dismantle the service? Why is the service crying poor? It is all because of the PAEA of 2006. This bill put an unbearable pre-funding requirement on the service. Because of this bill, the service is required to pre-fund its retirees' health benefits at the cost of \$5.5 billion a year. The current estimate is that the service has overpaid by \$13 billion in FERS and over \$80 billion in CSRS. If Congress would drop this pre-funding requirement and return the overpayment, the service would be in good financial shape. There is

no need to dismantle a system that has been in operation since July 26, 1775.

However, there are members of Congress who would do just that. Rep. Darrell Issa, R-Calif., would destroy the Postal Service. We urge our members, their families and friends to contact their representatives and demand that they vote yes on H.R. 630, the Postal Service Protection Act and H.R. 961, the Postal Service Stabilization Act. Contact your senator and urge them to vote for S. 316, the Postal Service Protection Act. The job you save could be yours.



## Associate Office Members! Please Read

*By Becky Livingston, Associate Office Director*

If I came up to you and asked you if you have an approved 3971 for your annual leave selections for 2013 what would your answer be? What if I asked if you have an approved/denied 3971 for every hour/day of incidental leave you have requested so far this year? What about sick leave requests for doctors visits? Over the last several months I have not been very successful with annual leave and attendance issues because of these **important 3971s**. Everytime I have an attendance issue, management asks where the 3971s are stating that management refused/approved leave? If you do not have a signed copy, I can't prove that you ever gave it to them. Even the vacation grids that we fill out are not holding

up at Step 2. I would have prevailed at Step 2 if I could have presented signed 3971s concerning hours of leave requested. **Does this look familiar?** Hopefully it does because I addressed these same concerns over a year ago. Why is it a big part of my article again? Because some of you still aren't getting the 3971s signed and are getting burned in the process. Now, more than ever, this is important because most of the offices are short-staffed and vacations are creating "emergencies" in some of the offices. Don't forget, just because we take a vacation it does not give management the right to perform bargaining unit work or assign a carrier to perform those duties. We understand the work needs to get completed,

but we need to be diligent in documenting all of the work supervisors and carriers are performing and requesting to see a steward so I can fill on these violations. Just recently we were able to settle a bargaining unit work grievance that had been ongoing since 2011. While it took a lot of patience and hard work, jobs were created and it sent a message to management that we value our jobs and want to preserve them for years to come. Supervisors and carriers don't want us doing their work, so why should they do ours? When was the last time you saw a clerk stand alongside a carrier helping them case and carry their route be-



cause they were short-handed? The supervisors don't even consider instructing a clerk to go help a carrier get his job done. Why should it be so easy for carriers to walk over and help us do our job? There isn't one of us who couldn't carry mail. In fact, a lot of carriers were former clerks who either didn't want our jobs or couldn't do our jobs, you take your pick. So, while I understand carriers are following instructions, most of them do not mind doing our work. But at the same time, those same carriers would be very unhappy if we walked over and started doing their job. I don't have to tell everyone that the Postal Service is going through some tough times and we need to make sure that we come to work every day (good attendance is imperative!) and work to the rule! We need to get the job done and do it right! The contract clearly states that all parties to this agreement recognize the principle of a fair day's work for a fair day's pay. Attendance still seems to be a problem in some of the offices and I can't express enough how important it is to make sure you have FMLA coverage for serious and chronic illnesses and document everything. Good record keeping is critical if you have issues involving FMLA. The union has negotiated annual leave and sick leave benefits for us to use as needed. Please do not take these benefits for granted. I hope no one ever needs to be out for extended injuries or illnesses, but if the need ever arises, I hope you are prepared. As I get older and see my fellow co-workers go through tough times, I realize how important these benefits are and how important it would be to my family and me if I would need to be off for an extended period of time.

By now I hope everyone has heard

about the award on the global settlement concerning postmasters performing bargaining unit work in small post offices. This was a huge victory for the union and our fight to preserve jobs in our small offices. I know when the contract was ratified in 2011, I honestly thought that the small offices would be staffed with a lead-7 clerk position and work under the guidance of a postmaster from a larger office. With any luck the USPS will finally award these jobs to the clerks who had been running these offices for years. If the USPS truly wants to save money, I believe they should consider less postmaster jobs and more clerk jobs all around. Think of the money they would save. The clerk craft has taken enough hits and continues to do so. Excessing and reverting full-time regular clerk positions seems to be the only way management knows to cut costs. Every office is working short-staffed, and with the withholding that is once again in place, I don't see any relief any time soon. It looks like it is going to be a long summer.

PSEs are forever on my mind. Every chance I get, I request that the PSEs be converted to fill the career clerk vacancies and every time I get told that it will **never** happen. A little over a month ago, management had the opportunity to convert PSEs to career positions to lower the Gateway Dis-

trict Cap, which was over the allowed 20 percent. Instead, there were frantic phone calls made by management to PSEs at home telling them they were separated from the Postal Service due to lack of work and to come in the next day and turn in their keys and ID badges. Keep in mind, these clerks had been working 40+ hours per week for the last six months and were very much needed in their offices. Can you imagine getting a call after you have worked all day telling you your services are no longer needed, when you know your co-workers are already working short-staffed and the work is still there? This could be considered one of the more unprofessional things I have dealt with when it comes to management's handling of a separation. All the clerk did was come to work and give 100 percent every day. These PSEs deserved better! Eventually, it is my hope that management will realize that all of the training and hard work performed by these PSEs deserves reward not punishment.

In closing, I would once again like to thank everyone who calls and keeps me up to date on all of the issues going on in your offices. I couldn't even begin to address all of the problems going on if it weren't for the phone calls and emails. Please keep them coming.

Have a great "spring" and I hope to see you soon.



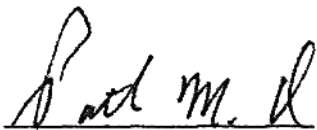
# Memorandum of Understanding Between the American Postal Workers Union and the United States Postal Service

## RE: Postal Support Employee (PSE) Discipline

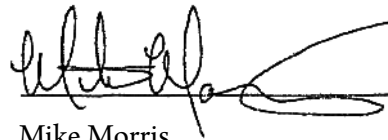
*This MOU is not intended to alter, amend, or change in any way the terms of the 2010-2015 Collective Bargaining Agreement. Per Postal Support Employee (PSE) MOU Item 3.B.3, which states:*

*“PSEs may be disciplined or removed within the term of their appointment for just cause and any such discipline or removal will be subject to the grievance arbitration procedure, provided that within the immediately preceding six months, the employee has completed ninety (90) work days, or has been employed for 120 calendar days, whichever comes first.”*

- The parties agree that postal support employees (PSEs) who have successfully completed either a 90 work-day or 120 calendar-day period within the preceding six months may be disciplined within the term of their appointment for just cause. The parties further agree that such discipline is subject to the grievance-arbitration procedure.
- The parties recognize that removal is not the only mechanism available to correct deficient behavior when warranted.
- The full range of progressive discipline is not always required for PSEs; however, the parties agree that an appropriate element of just cause is that discipline be corrective in nature, rather than punitive.
- The parties agree that PSEs will not be non-scheduled because of misconduct as a substitute for discipline which would be otherwise appropriate.
- The parties agree that this MOU fully and completely resolves national dispute Q10C-4Q-C 13016809. All grievances concerning PSE discipline currently filed, and/or held in abeyance pending the national dispute, shall be discussed and resolved in accordance with the language above.



Patrick M. Devine  
Manager, Contract Administration (APWU)  
United States Postal Service



Mike Morris  
Director, Industrial Relations  
APWU - AFLCIO

DATE February 27, 2013

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, JULY 21, 2013

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  
Hotdogs, Hamburgers, Chicken  
Corn, Baked Beans

**Fred Wolfmeyer**  
*President*

**Robin Robertson**  
*Chair Person*



**APWU ANNUAL PICNIC**

Come one, come all! The APWU Annual Picnic will be July 21, 2013, at the Machinists and Aerospace Workers Hall at 212 Utz Lane in Hazelwood. **Please RSVP by July 12, 2013.** 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 Changes

*All Changes submitted by Anthony Harris*

### **#1 Article 4 section 1 A**

Delete second sentence: Members who are not subject to payroll deduction shall pay their full year membership dues in December of the preceding year.

*Committee voted non concurrence.*

### **#2 Article 7 section 3 A President**

Delete third to last sentence (his/her salary shall be equal to the highest grade and step on the PS schedule, plus 10%) and replace with: He/She shall be paid for his/her lost time plus \$10,500.00 per annum and all necessary official union expenses.

*Committee voted non concurrence.*

### **#3 Article 7 section 3 B Executive Vice President**

Delete last sentence and replace with: He/She shall be a part time officer. He/She shall be paid for his/her lost time plus \$6,500.00 per annum.

*Committee voted non concurrence.*

### **#4 Article 7 section 3 C Secretary-Treasurer**

Delete last sentence and replace with the following language : He/She shall be a part time officer. He/She shall be paid for his/her lost time plus \$6,500.00 per annum.

*Committee voted non concurrence.*

### **#5 Article 7 section 3 D Director of Industrial Relations**

Delete section 3 D and enumerate.

*Committee voted non concurrence.*

**#6 Article V section 4 (5) By Laws** — To keep the local organized the President shall be paid twenty-two (22) cents per member per month.

Delete section 4 (5)

*Committee voted non concurrence.*

### **#7 Article 14 section 1 A**

After APWU health insurance add (employer share only)

*Committee voted non concurrence.*

### **#8 Article 14 section 1 C**

Delete

*Committee voted concurrence*





# Notice of Nominations

**N**ominations of candidates for officers of the St. Louis Gateway District Area Local of the American Postal Workers Union AFL-CIO will be held at Lift for Life School, 1717 South Broadway, St. Louis Missouri 63104 on Saturday, June 1, 2013, at 9:30 a.m. in accordance with the Local Constitution and By Laws as amended December 8, 2012, and the Labor-Management Reporting and Disclosure Act of 1959, as amended.

Nominations will be accepted orally from the floor and by letter of intent. Letters of intent must be in the possession of the secretary treasurer prior to the opening of nominations.

To qualify as a candidate members must meet the local constitution requirements. The term of office will be three (3) years.

He/She must be a member in good standing. A member will not be considered in good standing if that member is delinquent in dues payments. Members who are not subject to payroll deduction shall pay their full year membership dues in December of the preceding year. (Local Constitution Article 4)

## OFFICES TO BE OPENED FOR NOMINATION AND FILLED BY ELECTION General Offices

- President and Delegate to the National and State Convention
- Executive Vice President and Delegate to the National and State Convention
- Secretary Treasurer and Delegate to the National and State Convention
- Director of Industrial Relations and Delegate to the National and State Convention
- Editor in Chief and Delegate to the National and State Convention
- Director of Research and Education and Delegate to the National and State Convention
- Sergeant at Arms and Delegate to the National and State Convention

### Clerk Craft

- Director and Delegate to the National and State Convention
- Assistant Director A
- Assistant Director B

### Maintenance Craft

- Director and Delegate to the National and State Convention
- Assistant Director A
- Assistant Director B

### Craft Offices

### Motor Vehicle Craft

- Director and Delegate to the National and State Convention
- Assistant Director A
- Assistant Director B

### Support Services

- Director and Delegate to the National and State Convention
- Assistant Director

### Associate Office

- Director and Delegate to the National and State Convention

## Eligibility for Office (Article 6, Section 2)

A candidate shall be a member in good standing. He/She shall have been a member for at least twelve (12) months immediately prior to the general membership meeting (June 1, 2013) at which nominated. 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 8 section 4. The Labor-Management Reporting and Disclosure Act of 1959 prohibits individuals from holding office if they are in violation of section 504 of the LMRDA/Prohibitions Against Certain Persons Holding Office.

## Article 8 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 a delegate to any convention held by the APWU of 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.

## Ballots

Ballots will be mailed out on or before July 14, 2013 and will be counted on August 8, 2013.

# The Great Postal Strike of 1970

## From 'Collective Begging' Collective Bargaining

(This article was first published in the March/April 2010 issue of *The American Postal Worker* magazine.)

March 2013 marks the 43rd anniversary of the Great Postal Strike of 1970. The courage and solidarity shown by thousands of union members during the wildcat job action has resulted in vastly improved wages and benefits for successive generations of postal workers.

### March 12, 1970

The stage was set: Postal workers had suffered decades of long hours, substandard pay, meager benefits, and deplorable working conditions, and their only recourse had been to beg for better treatment.

Most postal workers belonged to one of seven craft unions recognized by the federal government, but they were denied a key right of private-sector unions: to bargain collectively over compensation. Although President Kennedy issued an executive order in 1961 that recognized government-employee unions, postal and other federal workers were barred from striking and could seek wage and benefit increases only by petitioning Congress — a course that usually met with inaction.

The sporadic raises that postal workers received never seemed to amount to much, particularly in high-cost urban areas. In March 1970, full-time employees were paid approximately \$6,200 to start, and workers with 21 years of service averaged only \$8,440, which was barely enough to make ends meet: Many full-time postal workers qualified for food stamps.

Meanwhile, a presidential commission had concluded in 1968 that postal workers deserved the same collective bargaining rights that private-sector workers enjoy under the National Labor Relations Act.

Even though Congress failed to act on the commission's recommendation, postal workers two years later were still optimistic that sizable pay raises were forthcoming.

On March 12, 1970, Congress finally did act: It gave itself a whopping 41 percent pay hike, and offered postal workers only a 5.4 percent raise. In postal facilities across the country, outrage spread like wildfire.



### March 18, 1970

Five days later, irate letter carriers of New York City's Branch 36 voted to strike the next morning, March 18. Clerks and other members of the Manhattan-Bronx Postal Union (MBPU), led by their president, Moe Biller, refused to cross the picket line. The strike was on!

The wildcat job action quickly gained support from postal workers across the country — much to the consternation of postal executives, the Nixon administration officials and national union leaders.

But that didn't matter to postal workers who were tired of being taken for granted. "We're used to hard times," a striker told *Time*.

The MBPU voted to officially join the strike on Saturday, March 21. Many other locals endorsed the strike that day and the next, essentially shutting down mail service in 30 major cities and many small towns. By the following Tuesday, 200,000 postal workers had walked off the job, with many calling in sick. The strike had spread to 499 offices in 13 states: New York, New Jersey, Connecticut, Massachusetts, Pennsylvania, Ohio, Illinois, Michigan, Wisconsin, Minnesota, Colorado, Nevada, and California.

Mail destined for New York and other major cities in these states "began piling up by the ton," *Time* reported. "After just a few days of stoppage, and with parts of the system still operating, the effects of the shutdown appeared to be little short of devastating" as the movement of letters, business mail, financial transactions, and government documents ground to a halt.



"The Strike that Couldn't Happen"

The strike was front-page news across the country, and brought a great deal of attention to the plight of postal workers. But the leaders of the seven national unions, fearing a backlash from the public, had met with Postmaster General Winton Blount and secured a pledge that “if a substantial number of employees would return to work by Monday, March 23, negotiations would begin” over pay and other improvements.

The union leaders urged the strikers to accept Blount’s offer and return to work, but many thousands refused and demanded that negotiations commence immediately. In response, President Nixon decried the illegal job action and vowed to break the postal workers, telling the nation on March 23, “We have the means to deliver the mail.”



More than 23,000 U.S. military personnel were ordered to help process mail.

## March 24-25, 1970

Nixon sent more than 23,000 Army, Marine and Air Force personnel to New York City postal facilities with orders to transport, sort, and deliver the mail. To the surprise of very few postal workers, without proper training, the troops proved woefully inadequate to the task.

Within hours, while courts were serving injunctions and imposing fines against union leaders, the postmaster general defused the situation by arbitrarily announcing that enough workers had returned to the job and negotiations would begin immediately.

Bargaining began and ended quickly: In a preliminary agreement reached the first day of talks, the Post Office Department offered a 12 percent pay increase, retroactive to October 1969; a decrease from 21 to eight in the number of years required for a worker to reach the top step in the wage scale; real collective bargaining rights, and amnesty for all strikers.

Striking and “sick” postal workers across the country returned to the job March 25.

The final agreement, announced a month later, however, fell short of the PMG’s promises; to achieve some of them, Congress would have to fund the pay increase and change the law on bargaining.

Congress quickly approved a 6 percent wage increase, retroactive to the previous December, and on Aug. 12, 1970, President Nixon signed into law the Postal Reorganization Act of 1970 (PRA), which gave postal workers an additional 8 percent raise and shortened the time it took to reach top pay. In granting postal workers the right to bargain collectively over wages, benefits, and working conditions, the PRA also instituted a binding arbitration process for resolving contract disputes. (Strikes remain illegal to this day.)

The PRA also abolished the Post Office Department and established the U.S. Postal Service as an independent agency funded only by postage sales and services.



Near the end of the strike, Moe Biller made it perfectly clear to fellow strikers that victory was at hand.

## Birth of the APWU

In January 1971, the five-month-old USPS participated in the first collective bargaining session with seven postal unions, including five that would merge into the APWU on July 1, 1971.

On July 20, 1971, a two-year contract with the Postal Service was signed by the APWU unions, along with the National Association of Letter Carriers, the National Rural Letter Carriers Association, and the National Postal Mail Handlers Union. In the first agreement, a starting postal worker’s salary was set at \$8,488 — more than a 21-year veteran of the Post Office Department had been getting when the job action began 16 months earlier.

Subsequent contracts have helped postal workers claim a piece of the American Dream: owning homes, supporting families and communities, and enjoying job security, decent health care and retirement benefits.

“The most important achievement of the strike was winning the right to bargain collectively,” recalls APWU President William Burrus. “By standing together we had become a real union.”

In the months and years after the job action, many strikers went on to become leaders of union. Moe Biller was elected president of the national APWU in 1980, a position he held until 2001.

[http://www.apwu.org/laborhistory/10-2\\_1970postalstrike/10-2\\_1970postalstrike.htm](http://www.apwu.org/laborhistory/10-2_1970postalstrike/10-2_1970postalstrike.htm)

## Mother's Day - Thanks to Our Caregivers

By Don Morehead, Co-Chairman of Benevolence Committee

One of my favorite books in the Old Testament is the Book of Ruth. It's a story of an immigrant family fleeing their homeland, Israel, because of famine and economic hardship. Naomi lived in Moab for 10 years and her husband and two sons died in the land. Naomi had two daughters-in-law name Ruth and Orpah when news reached Naomi that the Lord had shown mercy to her homeland. She and her daughters-in-law set out to return to Israel. Naomi knew she would face uncertain circumstances and her daughters-in-law would have additional hardships. Knowing this she determined to set them free from their obligation and urged them to return to their homeland, Moab. Though both persisted in standing by her, only a little more prodding was needed to give flight to Orpah. Though Orpah left, Ruth said to Naomi not to urge her to leave her. Ruth said she would go where Naomi goes and lodge where she lodged; her people would be Ruth's people and her God would be Ruth's God. Where Naomi dies, she would die and be buried. Ruth said the Lord do so to me and more also if anything but death parts us (Ruth 1:16-17). In Ruth we find the heart of a mother, though not yet a mother. The heart of a mother is that willingness to be caregiver. Ruth's faith was expressed in commitment. Like so many mothers, wives, and daughters that work tirelessly doing housework, jobs, etc. for their families and more times than not with no thanks, especially from their husbands (speaking for myself) to my shame. So many mothers, wives, daughters become our examples of facing life and bearing its burdens and grief's, showing their love in service of tedious, daily, burdensome and repetitive things they do each day.

In closing, I truly want to say, "thank you" to every mother, wife, and daughter for being there for us.

**God bless you all!**



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

**Erica Stroud**  
Daughter of  
LaCora Stroud

**Sharon Kirkpatrick**  
Mother-in-Law of  
Jack Wille-Milster

**Patty Cox**  
Tour 1 Automation

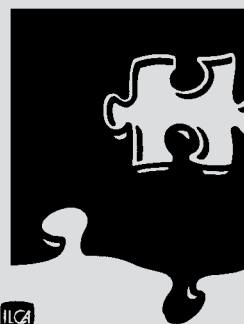
**Donnell Boyd**  
Retired Clerk

**Willie James Thirdkill**  
Father of  
Cornelius Thirdkill

**Darryl "D.J." Jefferson**  
Expeditor  
Metro Annex



Reynolds, Abron  
Taylor, Brian  
Peebles, Tracie  
Young, Anita  
Elliot, Elias  
Lee, John Earl  
Earle, Linda  
Rivera, Carmenita



**You Are the  
Missing Piece  
of the Puzzle.  
Attend Your  
Union Meetings!**

# How to Recognize and Cope with Anxiety and Depression



Anxiety and depression are two of the most common psychological disorders that are represented as serious risk factors for almost all chronic disease. While it is normal to be anxious or depressed every once in a while for short bouts, extended periods of anxiety and depression can lead to all types of negative effects on a person's life, both physically, physiologically, and emotionally.

So, what are anxiety and depression and what are their causes? Anxiety is characterized by a state of mind which includes an overwhelming feeling of negativity and morbid thought. Anxiety is essentially a feeling of hopelessness or threat and worry that can be because of a true risk to life and limb, or more commonly, an imagined threat. Depression is characterized

by a negative appraisal of life events. When someone is depressed, things that normally would be considered pleasurable are no longer enjoyed. In fact, a depressed person feels a loss of energy and suffers from a general lack of vitality.

Much of the symptoms of anxiety and depression are actually caused by a negative mind-set which is brought on by both internal and external stimuli. Deadlines and lifestyle stress such as an unhappy marriage and high demands at work can cause heightened anxiety through increasing the stress on a person to perform.

Internal stimuli that lead to anxiety are essentially a lack of coping resources to deal with external stressors effectively. This means that, for a given amount of stress, some people are more prone to anxiety and depression than others simply because of the psychological coping mechanisms which are available to them. This also means that by changing the way we perceive and appraise stressful life events, we can affect the effect they have on our mind-set.

One way to cope with depression and anxiety is to learn to see the world in a different light. Essentially, any event in life, good-bad, stressful-relaxing, only have their effects on our minds based on how we appraise them. This means that if something stressful like getting a promotion at work happens to us, it can have both negative or positive effects on our mood, depending on how we appraise it. If we focus on the possible stresses that come with attaining a higher position at work, such as increased responsibility and workload, we can easily become anxious and stressed out. On the other hand, if we focus on the positive aspects of a higher wage and more significance or recognition at the job, then we can actually find ambition and happiness within our stressful events.

The key to dealing with anxiety and depression is learning how to effectively cope with the stressors, both internal and external that lead to them. This means that by learning proper time management, and through positive thinking as well as exercise to release stress, we can curb the physiological, psychological, and physical effects of anxiety and depression, if not thwart them completely. Only by believing you can gain control can you learn to truly be in control.

Article Source: <http://EzineArticles.com/1448321>

**www.deeroaks.com 866-327-2400 eap@deeroaks.com**

Reprinted from USPS Employee Enhancement Newsletter, May 2013, Page 1

*Chat Reminder*


*Identifying and Coping with Anxiety & Depression*

Connect with Deer Oaks and a counselor for a live confidential chat.

**When:**  
May 15, 2013

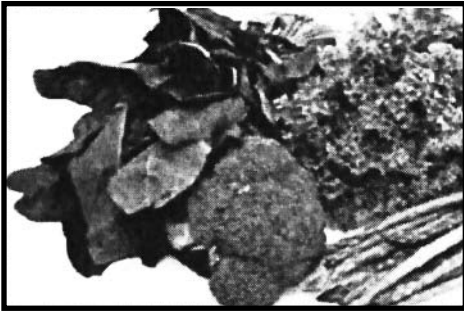
**Where:**  
[www.deeroaks.com](http://www.deeroaks.com)

**Session Times (CST):**  
— 12:15 p.m. to 12:45 p.m.  
— 6 p.m. to 6:30 p.m.



**DEER OAKS  
EAP SERVICES**

## Spring Clean your Diet with Green Eating



Bright emerald green is symbolic of spring and food bursting with flavor and nutrients.

Spring "clean" your diet, suggests Kari Kooi, a registered dietician at The Methodist Hospital in Houston. She recommends these five green powerhouse foods:

- **Asparagus:** These green spears offer a bounty of nutrients. Asparagus is high in an antioxidant that can help reduce skin damage from the sun. Also, asparagus contains the most folate of any vegetable. Folate plays a vital role in heart health and the prevention of birth defects.
- **Avocado:** Add some thin slices of smooth avocado to your sandwich or salad without feeling guilty. The monounsaturated fat in avocado is what's mostly responsible for avocado's super-food status. This type of happy fat can help drive down levels of bad cholesterol.
- **Brussels sprouts:** These baby cabbages are loaded with antioxidants and filling fiber. A cruciferous vegetable, brussels sprouts contain powerful cancer-fighting sulfur compounds that are responsible for their pungent aroma. These green vegetables take on a whole new flavor and crispy texture when roasted in the oven.
- **Kale:** This beautiful ruffled green is being called "the queen of greens." Kale is brimming with eye-nourishing phytochemicals that have been shown to prevent macular degeneration (vision loss) and cataracts. Kale is a better source of calcium than spinach.
- **Kiwifruit:** Rich in vitamin C, potassium, and fiber, kiwis make a perfect portable snack. Just slice a kiwifruit in half and scoop out the emerald sweet and tart flesh with a spoon.

Source: Health-e headlines™

[www.deeroaks.com](http://www.deeroaks.com) 866-327-2400 eap@deeroaks.com

### *Sore after Exercise?*

Try a glass of cherry juice to ease your pain. A study in the *Journal of the International Society of Sports Nutrition* looked at the impact of tart cherry juice on muscle soreness. The vitamin C and antioxidants in cherries may help ease inflammation and decrease the swelling that contributes to soreness.

Health-e headlines™

### *Our bodies are almost two-thirds water.*

The brain, in fact, is 75% water. Water helps nearly every part of the human body function. Even moderate dehydration can cause headaches and dizziness. To calculate how much water you need every day, click on the Hydration Calculator at [www.bottledwater.org](http://www.bottledwater.org).

Health-e headlines™

### *An EAP Reminder*

*Life Can Be Hectic. The EAP Can Help You Find Your Balance.*

Deer Oaks, your EAP, is always available to you and your household members.

If you are struggling with children, finances, or just want some practical advice on health or the mind-body connection, contact Deer Oaks by calling the Helpline.

Counselors are available 24/7 to provide you with immediate care.





**May**

Anderson, John  
Avery, Glenn  
Bailey, Matthew  
Banks, Georgette  
Banks, Itaska  
Bates, Craig  
Beck, Leslie  
Bell, Rodney  
Bobo-Hundley, Vanessa  
Borgmeyer, Michael  
Boyd, Vlancie  
Branch-Bryant, Brenda  
Brooks, Chermal  
Brown, Walter  
Buggs, Gregory  
Burgett, Cecilia  
Caban, Robert  
Childress, Rhonda  
Choate, Mark  
Clavell, Penny  
Cobb-Miller, Pamela  
Crone, Larry  
Curry, Leticia  
Deves, David  
Doering, Debra  
Donnelly, Timothy  
Dougherty, Timothy  
Driver, Carolyn  
Dutton, Richard Jr.  
Eiland, Helen  
Feltman, Norman  
Gooden, Henry  
Hairlson, Lewis  
Harrington, James  
Hathaway, Joe  
Hawkins, Zerubbabel  
Haynes, Sharon  
Haynie, Sherlyn  
Henderson, Richard  
Hester, George  
Hinton, Ennis

Hopkins, Dean  
Hopper, Joy  
Hunter, Carolyn  
Jones, Verdell  
Karban, Dennis  
Lacy, Michael  
Ledbetter, Michael  
Lewis, Don  
McAllister, Sheila  
McFain, Terry  
McGauley, Barbara  
McKay, Ronald  
Meyers, Barbara  
Miller, Jeffrey  
Moore, Dorothy  
Moore, Lee  
Moore, Mary  
Murphy, George  
Odom, Orphas  
Persons, Donald  
Petty, Linda  
Pohlman, Daniel  
Rodriguez, Julianne  
Rush, Sheila  
Sanders, Melvin  
Schimsa, Adrienne  
Simard, Andrea  
Sims, Anthony  
Smith, Glenda  
Spoils, Janet  
Spuell, Leon  
Steinmeyer, James  
Wali, Kaleem  
Wallace, Lloyd  
Walters, Daniel  
Ware, Cheryl  
Watkins, Shane  
Watson, Dennis  
Weaver, Wilbur  
Weinhardt, Mary  
Wells, Mamie  
West, Ethel

White, Orlando  
Williams, Carmen  
Willie-Milster, Richard  
Wyatt, Keith  
Zamudio, Daniel

**June**

Ackerman, Robert  
Aikens, Jennaine  
Au, Kariem  
Anderson, Michelle  
Arnold, Portia  
Barnes, Karl  
Beck, Tracy  
Bland, Kenneth  
Bonsignore, Frank  
Boure, Carmen  
Broadnax, Melvin  
Buhse, Richard  
Buzzitta, Anthony  
Causino, Richard  
Churchwell, Yolanda  
Cooper, Jeffery  
Cross, Carey  
Crowley, Michael  
Dabney, Karey  
Davis, Juttaun  
Davis, Lisa  
Detert, Robert  
Doss, Cordell  
Drake, Janet  
Hardy, Noah  
Hart, Kevin  
Haten, Valencia  
Hodges, Dennis  
Hubbard, Mark  
Hull, David  
James, Sheila  
Jamie, Phillip  
Joyce, Montaque  
Kaiser, James  
Karlak, John

Knight, Tracy  
Kohler, Joan  
Macaluso, Richard  
McCain, Rachele  
McNeal, Kim  
McNeilly, Gwendolyn  
McRath, Leslie  
Minor, Michael  
Miranda, Arthur  
Moody, Karen  
Morton, Jack Jr.  
Nellums, Michelle  
O'Connor, Sheila  
Page-Hill, Crystal  
Parker, Kevin  
Rahar, James  
Rainey, Betty  
Randoll, James  
Redel, Arthur  
Reinhold, Ronald  
Ruffin, Lisa  
Russell, Pamela  
Sauer, Mark  
Sauls, Melvin  
Simmons, Alfonso  
Smith, Nicole  
Sprague, Alan  
Steward, Albert  
Taylor, Marvin  
Ulmer, Mickey  
Washington, Marcel Jr.  
Webb, Carmen  
Werner, Janet  
Whittington, Clyde  
Williams, Andre

**CORRECTION**

Orlando Anderson and Barbara Prothro were not listed in the *PressOn* for February birthdays. Please excuse the oversight.

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FAX: (314) 231-5709  
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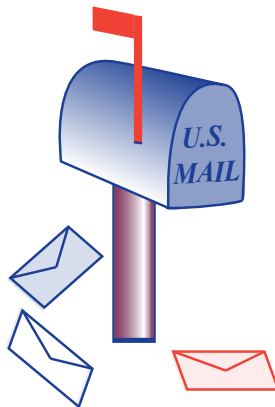
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## GATEWAY LOCAL CALENDAR

May 1 (Wednesday)	Executive Board Meeting (2 p.m.)
May 5 (Sunday)	General Membership Meeting (3 p.m.)
May 13 (Monday)	Stewards' Training (9 a.m. & 7 p.m.)
<b>May 27 (Monday)</b>	<b>Memorial Day Holiday</b>
May 29 (Wednesday)	Executive Board Meeting (2 p.m.)
June 1 (Saturday)	General Membership Meeting (9:30 a.m.)
June 3 (Monday)	Stewards' Training (9 a.m. & 7 p.m.)
<b>July 4 (Thursday)</b>	<b>Independence Day Holiday</b>
July 10 (Wednesday)	Executive Board Meeting (2 p.m.)
July 15 (Monday)	Stewards' Training (9 a.m. & 7 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.