

Press On

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

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A New Year

By Frederick Wolfmeyer, President

Happy post holidays to my union sisters and brothers. There is lot's going on both at work and in our country at the present time. The excessing in the St. Louis installation has been cancelled and that shrinking mail volume has all the sudden grown to where management is calling overtime across the board. The cancelled impact statement was welcome news to all those clerks who had been converted and were career for only a year or two and who were sure to be excessed. There are several grievances appealed to Step 3 regarding the one to a machine violation and even more reversion cases appealed where the union has argued Article 37.3.A.1 because management is still stating they are over their "earned hours" while the union argues that the contract does not address "earned hours," but instead "all available work hours."

In March the Arkansas, Iowa, Missouri Tri-State Convention will be held in Kansas City, Missouri. The dates will be March 11-14, 2018. There are a few slots left, so if you'd like to attend, please contact the Union Hall. Also in March there will be the National Presidents Conference and that will be hosted by our local in St. Louis on March 17-19, 2018. If you are unfamiliar with the Presidents Conference, it is a conference where APWU presidents from locals all over the country come to meet and discuss issues relevant to all members. President Dimondstein is going to be there and will give a report to all those in attendance and the Director of Industrial Relations Vance Zimmermann will also be there. If you would like to come to the conference as an observer, you may do so. If you have concerns that you would like to have discussed, send them to me and I will submit them as agenda items.

Today is January 15, 2018, and I am at the Union Hall with my granddaughter and two stewards waiting to see if anyone will come to participate in the Martin Luther King Day parade. I can tell you now that it is not looking good be-

cause it is 10:30 a.m. and we are the only people here. My granddaughter, her name is Carley, asked me why President Trump had decided to play golf instead of honoring Dr. King on this day celebrating his birth. She is very informed and speaks her mind, just like her grandmother, and she asked me about Mr. Trump's comment regarding Haitian and African people. She wanted to know why he would make such a comment and then pretend as if he was so in tune with people of color in the USA who live what Dr. King lived.

I told Carley that his comments regarding Haitian and African people are comments made from ignorance and fear because he has no idea how many Haitians and Africans have made significant contributions to our country and have even given their lives for our country. I thought of telling her that if he did know, he might not have made these comments, but I could not in good conscious say that because I believe he is disrespectful enough to say them anyway. As for Dr. King's birthday, I think the president looks at it as just another day, one where he does not have to work, a holiday that for him has no significance. If he had stopped and thought about it and what the day signified, he may have done some type of service work, something of value for this country, just as several presidents before him have done. However, because he is so self-cen-



tered, he would never stop to think about it. Seriously, has anyone stopped to think about this day? We discussed Dr. King further on this, the celebration of his birthday. She knew Dr. King was a minister and a civil rights activist who became probably the most visible leader in the civil rights movement from 1954 through 1968. He preached non-violence using the same tactics as those of Mahatma Gandhi. I told my granddaughter that even though Dr. King believed in tactics of non-violence, he most surely provoked violence from those who disagreed with him and harassed his protests. He and many of his followers were beaten severely by counter protesters and police alike and yet remained non-violent. These counter protesters knew what Dr. King stood for and they were afraid of his ideas, thus the beatings which came from ignorance and hate.

We talked about his career as a civil rights activist, and how he organized many protests, the most famous of which was probably the 1963 March on Washington where he gave his now famous "I Have a Dream" speech. We also talked about how he later expanded his focus to include opposition to poverty and the Vietnam War which cost him many of his liberal allies. Then she asked why the unions honor Dr. King, so we then discussed how he believed in the labor movement. I told her that on March 29, 1968, he went to Memphis, Tennessee, in support of the black sanitary public works employees who were represented by AF-SCME Local 1733. The workers had been on strike since March 12, 1968, for higher wages and better treatment. In one incident, black street repairmen received pay for two hours when they were sent home because of bad weather, but white employees were paid for the full day.

Also in 1968, 1,300 sanitation workers braved the bitter cold to engage in a historic 65-day strike to define their right to personhood. This was the famous "I am a man" protest where these workers stood shoulder to shoulder holding picket signs to show the world they were human beings. These workers had been subjected to unsafe working conditions and forced to survive without being paid a living wage. They compromised their health and risked their lives to collect the trash of people who treated them as if they themselves were trash. It was the deaths of two sanitation workers, Echol Cole and Robert Walker, who were crushed by a garbage truck in February 1968, that incensed their fellow sanitation workers and filled them with a sense of indignation.

From February 12 to April 16, 1968, the sanitation workers fought for workplace rights and safe working conditions. Each time Dr. King came to Memphis, he insisted that the focus be on the 1,300 sanitation workers as they fought to achieve safe working conditions and a decent liv-

ing wage. On April 3, Dr. King addressed a rally and delivered his "I've Been to the Mountaintop" address at Mason Temple. His flight to Memphis had been delayed by a bomb threat against his plane. We read a quote from Dr. King regarding the sanitation workers strike. It reads as follows:

"Now we're going to march again, and we've got to march again in order to put the issue where it is supposed to be and force everybody to see that there are 1,300 of God's children here suffering, sometimes going hungry, going through dark and dreary nights wondering how this thing is going to come out. That's the issue. And we've got to say to the nation, we know how it's coming out. For when people get caught up with that which is right and they are willing to sacrifice for it, there is no stopping point short of victory."

On April 4, 1968, just one day after his "I've been to the Mountaintop" address, Dr. King was assassinated at his hotel while he was standing on the balcony outside his room, he was only 39 years old. But if we look at his quote above, we can see a man who believed in the labor cause. How many others in the labor movement faced what seemed to be insurmountable odds, worrying, sacrificing, not knowing how it would "come out," and yet stayed the course until victory was achieved? This takes courage and resolve and Dr. King exemplified both. So I told my granddaughter, Carley, that the president may look at this day as just another day, a golf day, but we will never look at it that way. This is the day a man of courage and conviction was born, a day that would change history and the attitudes in this country and we will show him the respect he deserves. Happy birthday, Dr. King, I wish more people would have shown up for your parade.

Nominations

for

Delegates to the

National Convention

will be at the

February 3, 2018

General Membership Meeting

Elections will be March 18, 2018

from 6 a.m. to 6 p.m.

at the Union Hall

Executive Vice President

By Gene Hollenbeck



I hope that everyone had a merry Christmas and a happy New Year. I hope you enjoyed MLK Day as well.

The National APWU is gearing up for contract negotiations. The slogan this year is ***"Fighting Today for a Better Tomorrow."*** It will take all of us and our families to help get a good contract. Be prepared to do informational pickets, do handouts, and whatever else the local and national need us to do. Without "U" and "I," there is no UNION.

We are all in this together. Management does not just give us what we want. We have to fight for everything that we need. We have to show management that we are of one mind. We must be determined and show management that we will not be swayed from our goals.

What can you do? The first thing is to come to a union meeting. Our next meeting will be February 3, 2018, at 9:30 a.m. All members are welcome to attend. If you're not a member, you should join. Contact a steward and get the

form 1187 to join the union. When we call for an informational picket, come out and join us. You have to be off the clock to participate, but this could be during your lunch time, or you could take annual leave to join us.

We are still trying to get more PSEs converted to career. Management is not in any hurry to convert. We have shown that the hours are there for conversions, and grievances have been filed. It just takes time. Don't give up hope. We are working for you.

In-section bidding is going on in the manual section and lock-box section. Hopefully, this will be finished by the time this goes to press. It is possible that there will be more movement in the near future. Management is trying to match the employees to the mail flow. We will have to wait and see.

"Fighting Today for a Better Tomorrow"

Happy New Year to All of Our Members

We hope you all are enjoying a healthy and happy new year. Your maintenance stewards hope you will use what you read in our article to help you become a more informed member. The following information is useful for all of our maintenance members.

Article 38.5.A states that the employer will maintain and/or establish preferred assignment selection registers. During the first 14 days of January of each year a notice will be posted on all official bulletin boards at the installations, including stations and branches to assure that it comes to the attention of all employees eligible to submit forms. The employee shall indicate in numerical order for any vacancy that might occur throughout the year including days off and tours they prefer over their current duty assignment. Changes need to be submitted on or before January 31, 2018. Please make sure you have a supervisor sign your Preferred Assignment Sheet and make a copy for your files! Please read the article for the rest of the information.. There are no posted bids at this time, but it would be to your benefit to review what you have on file and turn in a new one if necessary. You don't want to be placed in a bid that you no longer want.

Open Season for all maintenance employees to sign up to take any or all tests starts March 1, 2018, to March 31, 2018. This applies to anyone who isn't on a promotion eligibility register. This only occurs every three years. Please read Article 38.5.B.7 to get the rest of the information.

Please remember to wear your union T-shirts on Thursdays. It would be even better to have everyone wear their union

T-shirts every day! We would rather see APWU T-shirts instead of seeing the USPS T-shirts all over the workroom floors. Show your support for your union by not wearing the USPS logo apparel on Thursdays. We have passed out several T-shirts for our members to wear to work.

When a custodian travels from one office to another to perform work, they need to make a MOVE on the time clock they are leaving and clock in at the office they have traveled to. Management also has to provide you with a vehicle for travel. You don't have to take your own vehicle. If you choose to, you need to keep track of mileage and turn that in to be paid. Management has the forms you need. Custodians will also be paid higher level for driving time from office to office. Make sure your supervisor puts your correct pay in for your travels each week. Get a notebook and keep precise notes with dates, travel times and mileage each day you travel.

The grievances for maintenance's backlog have dwindled down considerably. We still have ongoing issues with overtime. Your stewards work very hard to represent you. Please take a moment and thank them for all the hard work they do. You belong to a very special group of members. Let's strive to keep our union alive and viable. May the year to come be the best yet!



Editor's

By Shelia Patton-Harris



Sleeping at the Wheel

February is Black History Month. I could give you some facts about a long dead person who fought the good fight for civil rights but this year I want to write about history. The saying goes that history has a way of repeating itself, especially if we don't learn from the past. No, I don't think black people will be enslaved on plantations, but there are others forms of slavery that we must be aware of.

All too often the powers that be count on black people being asleep at the wheel. They know that too many black people look no further than what is presented in a sound bite on the evening news. We are quick to except what we see on television and on social media as the truth.

The political climate in this country is toxic. In a room full of people, the president of the United States makes a racist remake about Africa and Haiti. The unbelievable part is that half of those present didn't remember him making that statement. Plausible deniability at its finest.

Too many times black people's lives have been put in danger because of omissions and half-truths. The 40-year Tuskegee study is a good example. Two hundred ninety-nine illiterate black men with syphilis were used as research subjects to determine the progression of this sexual disease.

The experiment began in 1932 and did not end until 1972. During this period effective treatment for the disease was available, but never offered to the men. Twenty-eight of the men died from their untreated syphilis, 100 men died from syphilis complications, 40 of their wives became infected and 19 of their children were born with congenital syphilis.

We must start to question the things that we support with our money and our loyalty. Question everything. Don't go along because someone in charge says its okay, they want to tell you what you should think. In every aspect of our lives we must begin to read between the lines. Scrutinize reports that are presented to you. Don't be afraid to ask questions. Read about those pieces of legislature that have a direct effect on you and your family. Don't sign anything until you read and understand what is being agreed upon. Don't allow yourself to be put in a trick bag because you didn't read the fine print.

Coming to union meetings is your duty as a member. Decisions about your work life are made at many of these meeting and yet you have no say. This is our union. You cannot sit idly by, blissfully ignorant of what is going on. How will you know what's going on if you find yourself sleeping at the wheel.

BLACK HISTORY MONTH

Know the past, shape the future.



Accountability Starts Here!! (Local Level)

By Robbie Robertson



Our National Secretary-Treasurer Liz Powell submitted an article on “It’s That Time Again!” She explains the basic housecleaning rules on the accountability of each local within the American Postal Workers Union. Today, I am notifying the members the duties and responsibilities of our local, that’s why “Accountability Starts Here at St. Louis Gateway District Area Local!”

W-2 and 1099s must be issued by Jan. 31. This year W-2’s were mailed on Jan. 15 to all stewards and officers of the local. No 1099s were issued in 2017, 1099s are only issued when a contractor makes \$600 or more for the Postal Workers Building Corporation (PWBC).

W-4’s (state and federal), and I-9’s on file with the local. This year I requested that all employees (stewards and officers) complete both W-4’s (state and federal) and I-9’s be in the possession of the secretary-treasurer. As the secretary-treasurer, I am responsible to have all the hiring documentation in my possession. If you are a certified steward and do **not** attend steward training classes, I need to see you. Please take the time out and come to the Union Hall to complete the appropriate documents.

Our Labor Management (LM) Report for 2017 will be filed. Yearly, the local files a LM-2 Report for the Department of Labor and the information is available for any member to review on the <https://www.dol.gov/olms/>. The president and the secretary-treasurer certifies the LM-2, yearly.

Our 2018 budget passed in December General Membership Meeting. Every December, the Trust Committee presents the annual budget to the general membership in attendance. The budget for the upcoming year is usually seconded, discussed, and voted on. The general membership and the executive board is the ruling body when it comes to spending union dollars. Please take the time out to attend the monthly general membership meetings.

Meeting calendars (general membership, executive board, and steward training). Meeting calendars are given to all stewards, officers, and members during the November, December, and January general membership meetings. The meeting calendars are also available in the following locations: (1) St. Louis Gateway District Area Local - Facebook website, (2) steward booths, and (3) union boards.

Conferences and convention schedule for 2018. Yearly, the executive board presents a “standing motion” to the general membership requesting, “To send the president, vice president, and all general officers, department heads, and directors to their respective conferences for 2018, with the local paying for airfare, lodging, registration, per diem, and LWOP if applicable.” **The motion was seconded, voted on, and passed in December 2017 general membership meeting.**

Shred old financial records and grievances. We currently use Shred-IT Company to come and shred the files on an as needed basis whether it’s monthly, bimonthly, and/or quarterly.

Update local inventory of assets. The Trustee Committee conducts an update of the local inventory yearly to assure all fixed assets are accounted for in the offices and steward booths.

Archive membership and executive board minutes. To reassure the members of St. Louis Gateway District Area Local our general membership meeting and executive boards are archived yearly at the local Union Hall. These minutes enlighten and educate new officers on the history of his/her local.

It's Time for a Change

By Robin McCurry, Sergeant-at-Arms



Let's get straight to it. There has been a lot going on in the private sector for long time. People from all walks of life from anchorman, celebrities, and politicians to the everyday man or woman have had to face charges of abuse of power and sexual harassment. The saying what is done in the dark will come to light has never been truer. One thing all of these people had in common was power and the abuse of that power. This may be demonstrated by sexual harassment — the making of unwanted sexual advances or obscene remarks or bullying — aggressive pressure or intimidation by use of physical or mental suffering. Bullying is usually a schoolyard phenomenon, but it can and

does happen in the workplace.

Sexual harassment can manifest itself in many forms. Requests for sexual favors, sexual gestures, groping and even inappropriate touching. This will produce a hostile working environment in the private sector. Now let's look at what happens in the public sector. Most citizens think of the U.S. Postal Service as a government owned corporation. It is, however, an establishment of the executive branch of the government of the United States. It is controlled by presidential appointees and the postmaster general. We are not exempt from all of the same behaviors. Sexual harassment and bullying has been an on-going problem for decades, hidden and forbidden to be discussed. Employees were ashamed to tell,

feared retaliation, scared to lose their jobs. For a long time I thought I was alone in the struggle. The #metoo movement has brought many of the bad behaviors to light.

There are many avenues you can turn to. EAP can get you some counseling. Report it to the postal police. Whatever you do, you have to stand up for yourself.

For all comments, help and advice contact me Robin McCurry: cell (314) 225-1335 or Union Hall (314) 231-7665.

Remember no one is better or superior to any person regardless of race, education, color, sex and religion.

COME TO OUR SIDE OF THE FENCE

We started in 1928 as the credit union for postal workers. Today, we've opened our doors to everyone in our surrounding communities, but our roots remain. We can save you money on:

- Checking accounts with online banking, mobile banking, mobile deposit and more¹
- Auto loans with low rates and no payments for 90 days² (even on refinances!)
- Home equity loans with low rates and no closing costs³
- Mortgage loans with competitive rates
- Savings, CDs, money markets and IRAs
- Club accounts for youth, teens and seniors
- And more!

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CREDIT UNION
Where the grass is greener

¹Message and data rates may apply from your wireless carrier. ²Interest will continue to accrue during deferral period. ³If loan is paid off and closed within 24 months from opening of loan, member must reimburse the credit union for fees paid.

Membership eligibility required on all offers. Restrictions apply on all offers. See Neighbors Credit Union for complete details on all offers.

**CONSTITUTION AND BY-LAWS OF THE ST. LOUIS GATEWAY DISTRICT
AREA LOCAL AMERICAN POSTAL WORKERS UNION
AFL-CIO
AS AMENDED June 2016**

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

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

- B. All members shall be required to pay any additional assessments, dues increase, or per capita tax increase levied by the Local and/or National Office, APWU.
- C. A member will not be considered in good standing if that member is delinquent in dues payments. A member's good standing status shall not be affected by reason of the fact that his/her paycheck for the payroll period in which his/her dues deduction are made is insufficient to permit such dues deductions, by reason of illness, injury, pregnancy leave, lay-off, disciplinary suspension, lockout or strike. Any member, whose dues are delinquent three (3) months, shall be dropped from the rolls of the Local after 30 days written notification of delinquency and amount due. Proper notices will be sent by the Secretary-Treasurer to the National Office, APWU Health Plan Director, APWU and Editor-In-Chief of the Press On of the Local for the removal of his/her name from their rolls.

SECTION 2.

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

ARTICLE 5 Representation

SECTION 1.

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

SECTION 2.

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

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

SECTION 3. ELECTIVE DELEGATES

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

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

SECTION 4. DELEGATE ELECTIONS

- A. The nominating meeting for convention delegates will be held in February of the convention year. Election of delegates to the State and National Convention shall be by secret ballot on the third Sunday in March at the union hall from 6 A.M. to 6 P.M. All delegates shall be elected by the members present and voting in their respective crafts. The Election Committee shall be in charge

of the election. For special conventions, delegates shall be elected by a majority vote of the members present and voting in a General Membership Meeting.

- B. Those seeking to be delegates to the APWU National Convention must attend at least six (6) scheduled general membership meetings in the **calendar** year preceding the **delegate** election **year**. Members will be given credit for attending general membership meetings when the meetings are proven in conflict with travel or attendance related to active military duty, reserve military duty or required Postal training.

SECTION 5.

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

ARTICLE 6

Officers, Nominations, and Elections

SECTION 1.

The officers of the Local shall be elected by secret ballot and shall consist of the President, Executive Vice President, Secretary-Treasurer, Director of Industrial Relations, Editor-In-Chief, Director of Research & Education, Sergeant-At-Arms, Clerk Craft Director and Clerk Assistants A&B, Maintenance Craft Director and

Maintenance Assistants A&B, Motor Vehicle Craft Director and Motor Vehicle Assistants A&B, Support Services Craft Director and Assistant, and Associate Office Director.

The nominating meeting will be held every three (3) years from the month of merger (June).

SECTION 2. ELIGIBILITY FOR OFFICE

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

SECTION 3. ELECTION COMMITTEE

- A. The Director of each Craft of the Local shall present to the members present at the General Membership meeting one (1) month prior to the nominating meeting,

the names of two members of his/her Craft who have been designated to be members of the Election Committee. If there is not a quorum at that General Membership meeting then the Director of each craft shall present the names of two (2) members of his/her craft designated to be members of the Election Committee to the members present at the nominating meeting. The Election Committee shall receive appropriate payment for time spent on the election committee. No member of the Election Committee shall be a candidate for elective office or delegate of the Local for any election for which they are supervising. Any member who voluntarily, after August 31, 1984, holds, accepts or applies for any managerial or supervisory position, EAS position or the PASS Program or any other supervisory program, for any period of time, whether one (1) day or a fraction thereof, either detailed, acting, probationary or permanently after being elected or appointed to any office, shall immediately vacate any office held by that member in the national, local, area local, district council, state or regional organization, any department of the APWU, the Postal Press Association, or any subordinate body of the APWU which receives financial support or uses the name of the American Postal Workers Union.

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

SECTION 4.

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

- A. The official ballot shall have the following:
 - 1. All ballots shall be headed:
OFFICIAL BALLOT
ST. LOUIS GATEWAY DISTRICT
AREA LOCAL, AMERICAN
POSTAL WORKERS UNION,
AFL-CIO.
 - 2. The general ballot shall contain the

names of all candidates for general offices; the Craft ballot shall contain the names of all candidates for craft offices.

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

SECTION 5. RESPONSIBILITY OF CHAIRMAN

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

SECTION 6.

Not more than eight (8) days after the nominating meeting the Election Committee shall mail to the nominees, who are nominated for more than one position, and those nominated who are not present at the nominating meeting, a notification of their nominations by certified mail, requesting

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

ARTICLE 7 Duties of Officers

SECTION 1.

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

SECTION 2.

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

SECTION 3.

- A. **PRESIDENT.** It shall be the duty of the President to preside at all General Membership Meetings, Executive Board Meetings, and special meetings of the Local; he/she shall appoint all committees not provided for herein. He/she shall fill all vacancies from any cause whatsoever, subject to the approval of the Executive board, until such vacancy is filled by regular election. He/she shall be an ex 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 functions which concern the Local with the approval of the Executive Board. The President shall be a full-time officer. The President shall be authorized to pay LWOP, overtime, change schedules and assign make-up days in order to carry out the responsibility to see that all work of the Local is performed. It shall be the responsibility of the President to staff the Union office in which to conduct all Union business. The staffing will be done after concurrence with the Executive Board and approval of the members present and voting at a general membership Meeting. His/her salary shall be equal to the highest grade and step on the PS schedule, plus 10%. He/she shall be paid biweekly, not in advance. Additional expenses shall be paid only with the approval of the Executive Board.

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

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

- D. **DIRECTOR OF INDUSTRIAL RELATIONS.** He/she shall coordinate all labor management, safety and health grievance committee and step

2 grievance meetings. He/she shall be responsible for maintaining all grievance forms and for maintaining a log of all local arbitration cases. He/she shall maintain all records related to NLRB charges filed by the local and against the local. He/she shall be the local's representative in proceedings related to OWCP, EEO, and MSPB. He/she shall assist with all phases of the grievance arbitration procedures in all crafts. He/she will be a member of the local negotiation team for all crafts. He/she shall perform other duties as assigned by the President. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President.

E. **EDITOR-IN-CHIEF.** The Editor-In-Chief by virtue of this elected office, shall be the chairperson of the PRESS ON POLICY COMMITTEE. With the President he/she as the ex-officio member, only, with Executive Vice-President he/she, plus the other members of the crafts, so as to make the committee five (5) or seven (7) in number so as to prevent a tie, or deadlock in the voting power. AND that the Editor-In-Chief he/she shall be the only person in charge of the physical makeup, or paste-up of the publication PRESS ON. AND that the Editor-In-Chief or the President shall be the only authorized person that shall release the final galleys to the printer for publication. The Editor-In-Chief shall receive 10% of the advertising revenues of the PRESS ON. He/she shall receive lost time payment with the approval of the President.

F. **SERGEANT-AT-ARMS.** It shall be the duty of the Sergeant-At-Arms to assist the President in preserving order at General Membership and Executive Board Meetings, maintain the attendance record, perform count of voting decisions, perform other duties as may be assigned by the President and serve as Local Parliamentarian. He/she shall receive lost time payment with the approval of the President.

G. **DIRECTOR OF RESEARCH, EDUCATION.** He/she shall be responsible for the education and legislative programs of the Local. He/she shall conduct educational and legislative seminars on matters of interest to the National, State and

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

H. **CRAFT DIRECTORS**

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

Clerk Craft	\$150.00
Maintenance Craft	\$100.00
MVS Craft	\$100.00
Support Services Craft	\$100.00

I. **ASSOCIATE OFFICE DIRECTOR**

The Associate Office Director shall be elected by all dues paying members in the associate offices the local represents. It shall be the responsibility of the Associate Office Director to handle all problems and grievances of the associate offices with the assistance of the Craft Directors (if necessary). Any Associate Office stewards shall work under his / her direction. He / She shall be a member of the Associate Office Negotiating Team. He / She shall receive a salary of \$200.00 per month.

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 shall be subject to the disciplinary actions stated below.

SECTION 1.

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

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

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

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

ARTICLE 9**Recall of Officers**

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

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

- A. General Membership meetings shall be held on the second Sunday of each odd month, commencing promptly at three o'clock (3:00 p.m.) and the second Saturday of each even month, commencing promptly at nine-thirty (9:30 a.m.) There will be no general membership meetings in the months of July and August.
- B. The General Membership meeting may

be postponed to another time or day of the month or canceled by motion and vote of the members in attendance at the General Membership meeting by not less than two (2) meetings before the meeting to be changed, postponed or canceled.

- C. When a regularly scheduled craft and/or general membership meeting falls on a holiday weekend, the meeting will automatically be rescheduled to the following Sunday. The holiday must fall on a Friday, Saturday, Sunday or Monday.
- D. Twenty-five (25) members present at the General Membership meeting shall constitute a quorum for the transaction of business. If twenty-five (25) members are not present at the start of the general membership meeting, business may be delayed for no more than 15 minutes before the meeting is declared an unofficial meeting.

SECTION 2.

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

SECTION 3.

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

SECTION 4.

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

SECTION 5.

- A. Special Executive Board Meetings may be called by the President or by a petition signed by a simple majority of the members of the Executive Board.
- B. A simple majority of the total number of members of the Executive Board shall

constitute a quorum for the transaction of business at Special Executive Board meetings.

SECTION 6.

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

ARTICLE 11**Succession of Officers and Vacancies**

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

Executive Vice-President

Secretary-Treasurer

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

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

SECTION 2.

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

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

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

SECTION 2.

Any proposed change(s) to the Constitution or By-Laws will be submitted in writing by April 20th or October 20th of each year, by certified mail or hand-delivered to the local

union office. All changes submitted to the constitution committee shall be read at the May and November General Membership meeting. It shall then be tabled without discussion or debate. It shall be published in the next issue of the Press On and mailed to all members in good standing for distribution. It shall then be taken up at the next General Membership meeting as the first order of business following the reading of the minutes, discussed and voted upon.

SECTION 3.

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

SECTION 4.

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

SECTION 5

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

ARTICLE 14

Officers and Stewards Benefits

SECTION 1. FULL-TIME OFFICERS

- A. **The Local shall pay the Postal Service share of the following fringe benefits: USPS retirement, life insurances, health insurance and disability insurance. If the officer has APWU health insurance it will be paid in full for officers who work full-time for the Union.**
- B. An officer who works full-time for the union will be granted 26 days of annual leave and sick leave as needed. Those officers who qualify for disability

insurance will only be paid sick leave when the insurance payment is not equal to the officer's salary. No full-time officer will be permitted to carry over more than the Postal Service maximum of annual leave into the next year, and shall be reimbursed in December of each year for up to 104 hours of unused annual leave beyond the Postal Service maximum. All full-time officers will be paid his/her accrued annual leave when leaving elected office, up to the Postal Service Maximum.

SECTION 2. PART-TIME OFFICERS

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

SECTION 3. STEWARDS

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

BY-LAWS

ARTICLE I

Order of Business

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

- 10. Suggestions for the good of the Local.
- 11. Adjournment.

ARTICLE II

Amendments

Amendments to or alterations of the By-Laws shall be made in the same manner as prescribed for amending the Constitution.

ARTICLE III

Ballots

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

ARTICLE IV

Rules of Order

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

ARTICLE V

Funds-Bonds

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

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

**ARTICLE VI
Applications**

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

**ARTICLE VII
Committees**

SECTION 1.

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

committee time rate of ten dollars (\$10.00) per hour.

SECTION 2.

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

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

SECTION 3.

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

**ARTICLE VIII
Transitions**

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

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

**ARTICLE IX
POWER**

Membership in the POWER Committee shall be open to all APWU members. The committee shall participate in community activities giving visibility to the Local.

The committee shall sponsor a minimum of two (2) programs each year with special emphasis on family issues. The committee shall work in conjunction with other committees especially organization. The committee shall network with other women organizations and work to enhance harmony within the union.

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

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

I further pledge to perform the duties of my office to the best of my ability. I promise that at the conclusion of my term of office, I will turn over to my successor all books, papers, records, and documents that are the property of the APWU _____.

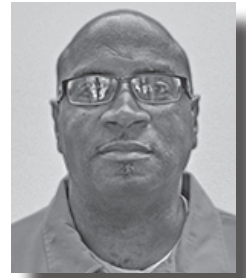
And I further pledge that once I no longer hold office with the American Postal Workers Union and am no longer a bargaining unit employee, I will never testify in support of the United States Postal Service in any United States Postal Service arbitration or administrative hearing about internal Union discussions and/or decisions that are made by the Union or Union leaders in regards to the American Postal Workers Union's contractual positions and/or American Postal Workers Union's internal policies.

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

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

Director of Industrial Relations

By Paul Reid



Greetings union members. I hope everyone had a safe and enjoyable holiday. The new year has begun and will be facing challenges both old and new. These challenges, whether they be in the workplace or union office, must be met with a clear and positive objective in mind. Everyone, be it union members, stewards, or executive officers, must be involved in meeting these challenges respective of differing views. It is my hope that some outdated constitution and bylaws of the St. Louis Gateway Area Local can be amended with the consensus of the members.

To know what is going on you have to be aware, alert, present and participating. These are the four requests I am making of each and every one of you. Come to meetings and participate in union sponsored events. Ask questions and dig deeper. This could lead to successfully approaching, defining and resolving difficult, unpopular and harsh challenges such as prejudice and racial discrimination, sexual harassment, bullying and assault.

In closing, please be safe and I look forward to seeing you at general membership meetings and union functions and events.

STOP BULLYING

STAND UP. SPEAK OUT.

By Shelia Patton-Harris

The Postal Service has long been plagued by violence. In response to the 1992 shootings in Royal Oaks, the Postal Service issued a joint statement on violence and behavior in the workplace. This contract prohibited intimidation and bullying from any employee at any level. Postal management has gotten away from the principles that were outlined in this joint statement and has run rough-shod over employees' right to a safe working environment.

There has been an outcry in society concerning sexual harassment, bullying and intimidation. High level officials from all walks of life have had their feet held to the fire. Senators, judges, Hollywood studio executives have lost their positions due to their outrageous behavior.

It is time that the managers and supervisors at the Postal Service

come under the same scrutiny. The morale at the Postal Service is at an all-time low. Employees are subjected to verbal abuse, cursing, and **threats**. Comments about employees' sexual orientation are taken as jokes. This has led to a hostile working environment. Recently there was another shooting incident involving a postal supervisor and a carrier. No one is ever justified in the taking of another's life, but the Postal Service has done little to improve the situation.

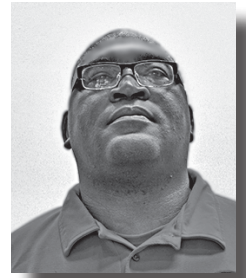
Don't be afraid to speak up if you are working in an unsafe or hostile working environment. The only way the workplace will improve is if we have the documentation to prove our case. Managers and supervisors show little or no respect to the people they have to work with. Do not argue with these people. Don't put yourself in the position to receive discipline.

The documentation may be used in several ways including being presented to the media. We have tried to work with management only to be treated with escalating intimidation and bullying. The types of behavior exhibited by postal management would not be allowed in the private sector. No manager at a fortune five hundred company would begin screaming at another employee in front of other co-workers. Cursing and screaming are not effective means of communication and should not be tolerated.

If we are to change the working environment, we need your help. We need to know about the types of behavior displayed by postal management. If a supervisor routinely uses profanity towards you, we need to know. There is a zero tolerance for profanity in the workplace.

January MVS Town Talk

By Jeff Cooper MVS Director



Greetings brothers and sister; the beginning of the new year has started and we are faced with the same struggles. I gave an executive board report in December where I stated that management has been changing the holiday schedule pecking order since Labor Day. Management has unilaterally started to schedule PTFs before full-time regular volunteers. The following Saturday at the December general membership I gave a report where I stated once again the problems with management as they continue to improperly schedule employees for the holidays.

At the summary of all my articles

I encourage members to attend the craft and general membership meetings. This is the forum for you to address your concerns and any other problems that you come in contact with. The union will continue to write grievances for all violations, but there needs to be a greater strong front to combat these continual violations that blatantly affect your benefits. A couple years back management started with the Christmas Hub. Historically during Christmas peak the MVS had shuttle runs from the Annex, NDC, and the Hub. Instead of investing in the craft, with trailers, trucks and employees, management contracted it out. The holiday schedule

pecking order has been violated where drivers are heavily impacted because management wants to schedule the holidays their way and not the contract way. So you ask yourself, what is next? What can we do as a union to make sure that we are getting our proper benefits? We all pay union dues, so when is enough going to be enough? What is your stronghold? What must you compromise before you are able to ask what we can do as a union to combat these continual violations. I encourage members to stay positive, courteous and safe, and hope to see you at the next meeting.

AVOID*SPOT*TREAT


FROSTBITE & HYPOTHERMIA

In cold temperatures, your body begins to lose heat faster than it can be produced, which can lead to serious health problems.

*** AVOID ***

When the weather is extremely cold, try to stay indoors. If you must go outside, dress properly and know who is at high risk for hypothermia or frostbite.

When going outside be sure to wear:




When going outside in winter make sure body parts most often affected by frostbite are covered in warm, dry clothing.

NOSE EARS TOES CHEEKS CHIN FINGERS

*** SPOT ***

FROSTBITE

A victim is often unaware of frostbite because frozen tissue is numb.



Signs & Symptoms


- Redness or pain in any skin area may be the first sign of frostbite.

Other signs include:

- a white or grayish-yellow skin area
- skin that feels unusually firm or waxy
- numbness

HYPOTHERMIA

Hypothermia often occurs at very cold temperatures, but can occur at cool temperatures (above 40°F). If a person is wet (from rain, sweat or cold water) and becomes chilled.



Signs & Symptoms

Adults:

- shivering
- exhaustion
- confusion
- fumbling hands
- memory loss
- slurred speech
- drowsiness


Infants:

- bright red, cold skin
- very low energy

If a person's temperature is below 95° get medical attention immediately.

*** TREAT ***

If a person is experiencing hypothermia or frostbite...



Here's what you should know:

- Frostbite is dangerous.** Frostbite, damage to body tissue due to cold, creates a loss of feeling or pale appearance in the extremities, such as fingers, toes, ear lobes and the tip of the nose. Symptoms can include aching, throbbing and even blisters.
- Hypothermia is dangerous, too.** Hypothermia, which occurs when the body loses heat faster than it can be produced, can be deadly if you don't catch it in time. Signs include memory loss, slurred speech and drowsiness.
- Get help if needed.** If you experience symptoms of frostbite or hypothermia, call 911 immediately.
- Layer up.** The best way to dress for winter is in layers, which provide insulations and help retain body heat. Avoid pure cotton, linen or similar materials because they retain moisture and can cause you to become colder.

Keeping your salt

By Joy Goldberg

To the newly hired among us, hello, welcome, new brothers and sisters! I am a retired clerk who started with the Postal Service in Brooklyn in 1993. If that sounds late, as in what happened in 1992? You are correct.

In August 1991, I first came to New York City with nothing except a bag of clothes and personal items and a pocketbook with little money inside. I started out at the Long Acre in Manhattan's Theater District — a residence hotel — and stayed in a tiny room with a closet. The closet shelf held a loaf of bread, a jar of instant coffee, sugar and creamer, and a box or two of macaroni and cheese. If I had an extra 75 cents or a dollar I would buy that much worth of sliced American cheese. I had a fan in the one window in 90-degree heat. But it was enough. I was in New York. I traveled to do a day's work cleaning customers' houses.

Sometimes, I didn't get jobs to meet the rent, and sometimes other adversity stood in the way. For a few months, I lived in a women's shelter. Whenever one of the ladies would get angry and try to argue or fight, I would say, "I'm not going to fight with you. For whatever reason we both are here because we lost everything. That makes us sisters." We formed a loving bond after that, even the tough ones.

I recall being in a furnished room in Brownsville, Brooklyn, with one subway token and 40 cents; enough to travel one way to do a day's work, get paid and buy two more tokens for the next time and necessities. But 40 cents wasn't enough that day for the 75 cents roll of toilet paper at the corner bodega. Yet, I made do, with God's help. I opened my eyes every morning. The

mother of a customer — who today is a sister to me — **took me into her** Manhattan apartment in the Amsterdam projects overlooking Lincoln Center, when I was ready to go into the shelter again. After that I moved to a room on Kosciusko Street, Brooklyn.

I had no money for a TV. My neighbor next door, who was observant, said, "I have two TVs. I'll loan you one." He understood my poverty without mentioning anything. When the letter came in the mail from the Postal Service, I felt a surge of renewal. It was for the overnight tour on the LSM machine. I had few clothes. So I took a plain black skirt and rags in different colors, cut the rags into strips, made a multi-colored fringe on the skirt bottom and wore it to work. Got some high compliments on how lovely it was and original.

It took time to pay off all my credit card debts. It took time to get my teeth fixed (a mouthful of cavities and a mess of plaque), to buy an air conditioner, to catch up on the basics. Then I saved up, bought dishes and knickknacks and moved to a beautiful Brooklyn railroad apartment, where I still live today. It's 20 years this November 15. It took patience and perseverance in the face of deep depression and post-traumatic stress over hardships, past and present. I hear it said that some of you newcomers were or are in shelters. That some of you are here through the welfare program. That many of you aren't showing up for work, are depressed, anxious, fearful and without hope. That the turnover rate of PSEs is horrendous.

Please, don't give up. You are not condemned in a purgatory, honest. Not even when it seems that way. The only condemnation is if you punish

yourselves by saying you're not worth elevating.

Your circumstances do not make who you are inside. Over this, you have full control. The rest, though sometimes painful, is on the outside. A co-worker once told me about our choices on how much negativity we allow to enter our personal space. She was right.

The job is not glamorous. It's hard work and demanding. It's self-discipline. It also, in a mere three weeks, generates a paycheck. Which, after just one or two, you can take and look for a place of your own? Or pay the bills. Eat.

See the fruits of your own labors and help other people get mail which may be as important to them as that letter in the mail which called you into the human resources office. You were hired to fill a need: management's and the public's. You also have need. It's a win-win, and PSE jobs can be a route to a career position. **Successful people show up.**

Never has there been a single person who succeeded in life by banging in on the job all the time.

This doesn't just mean the post office, either! Successful people also don't wait for everything to be perfect before they act. They do it anyway to the best of their ability.

There are few people who get life handed to them on a golden platter. Because, when all is said and done, it is a waste of one's life, rich or poor, to close your eyes for the last time having expected all to be handed to you before you did anything yourself.

Keep your salt. Show up. Get to work. Work well. Feel better.

Lovingly Yours

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Our Condolences to
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Custodian Tour 3



Women's March in St. Louis, January 20



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GATEWAY LOCAL CALENDAR

January 1 (Monday)
January 3 (Wednesday)
January 7 (Sunday)
January 8 (Monday)
January 15 (Monday)
January 31 (Wednesday)

February 3 (Saturday)
February 5 (Monday)
February 19 (Monday)
February 28 (Wednesday)

March 4 (Sunday)
March 5 (Monday)

New Year's Day

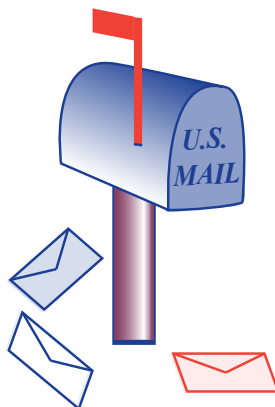
Executive Board Meeting (2 p.m.)
General Membership Meeting (3 p.m.)
Stewards' Training (9 a.m. & 6 p.m.)
Dr. Martin Luther King Jr. Holiday
Executive Board Meeting (2 p.m.)

General Membership Meeting (9:30 a.m.)
Stewards' Training (9 a.m. & 6 p.m.)
Presidents Day Holiday
Executive Board Meeting (2 p.m.)

General Membership Meeting (3 p.m.)
Stewards' Training (9 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.