

One Last Time

By Frederick Wolfmeyer, President

Sisters and brothers, as we have entered the new year I hope it is with a sense of purpose and longing to have an even better year than last year. Now spring is practically upon us and Easter is just around the corner.

As many of you may already know, this will be my last term as president of the St. Louis Gateway District Area Local. I will provide assistance to those who take up the mantle of leadership, if asked, but for all intents and purposes, I will be retired from the post office and from the local union. I have been involved in the union as a steward and/or officer since 1992 and I have been a member since 1990 when I started at the post office. I have been a full-time officer of this great local since January 1, 2001, so I have been at the Union Hall for 18 years and although it has been a great experience, it has been long enough. I regret leaving this job because I wanted to accomplish more during my time as president, but my wife of 47 years, my family, and my health must now come first. I want to thank my wife and family for allowing me to serve all of you because without them I would never have lasted this long. They kept me sane, focused, and grounded, while providing me with someone to talk to about all the business involved in my union duties. Although I cannot compare myself to him, I feel like St. Paul when he said he had run the good race and fought the good fight. This job, if you do it the right way, will wear on you and turn your hair gray, or as in my case, make you lose your hair. However, remembering that it is a job and not a title is the key to keeping humble and doing the job for the membership.

You cannot get caught up in the title because if you do, you become self-centered and are doomed to fail.

During my 18 years as a union officer I have seen many changes at the post office, most notably the decline in mail volume which all started with the recession of 2008. This downturn in the economy coupled with the Postal Accountability and Enhancement Act of 2006, were devastating to the Postal Service. I have done what I can and made my contribution to fighting those who want to destroy the Postal Service, but as I said above, it is time for me to move aside. It is time for someone new to take the reins of the local union and guide it through the perilous times ahead. Times of ever declining mail volume, stubborn and uncooperative management, numerous contract violations, a thousand personalities, and unfortunately, at times, unethical fellow officers. This job will require a person with a steady hand and strong will, one who will always put the organization and its members first and foremost even in the face of weaker and scheming union officials and conniving supervisors and managers. He/she will have to believe in the union, support and fight for their membership, and fight management at every turn because it is the right thing to do. They will have to have skin like a buffalo hide and the courage to stand up against friend and foe alike to get the job done. He/



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she will have to forget about themselves and concentrate on representing the members. They must not think they can make a sweat-heart deal to resolve problems because once a person loses their credibility, they are finished and will lose all respect from friend and foe alike.

It seems that recently I have encountered more lies and ignorance at the post office than I ever have before. I have been a postal employee for nearly 29 years and the arrogance, stupidity, and ineptitude has gotten progressively worse every year. The Postal Service has no intention of doing anything right and those in charge don't care about adhering to the contract or any agreement they may have signed. It is disturbing, but quite obvious to see why this corporation is doomed to stay in the red and continue to give second-rate service. Until management listens to the employees, abides by the collective bargaining agreement, and correctly staffs their operations, things will only get worse. How many times has the local union brought insufficient and improper staffing to management's attention? And how many times has management done nothing to correct it? I have been bringing this issue to management's attention since 2012 with each of four different plant managers. We organized and held a rally in front of the post office in June of 2016 where many of you participated. This got the attention of postal management in Washington, D.C., and here on the local level, but once again nothing changed. Finally in year 2017 we had some compensation from grievances filed on this issue and this prompted management to start looking at their staffing in automation. Sadly however, it has reverted back to one to a machine and new excuses as to why it is necessary and even acceptable to staff with only one person to a machine.

Unfortunately, this culture of lies, ignorance, and ineptitude has seeped into the mentality of some of the local union's possible future leadership. Watch closely and ask questions because there are many who want to run this organization and only a very few who have the knowledge and experience to do it. Some members of your present e-board have tried to double pay themselves and to pay money to an officer who did not work any hours to earn it. In January of 2018, I had to rule two e-board motions out of order to make sure your dues money was protected. These examples demonstrate why it is important for you to attend your union meetings where you will learn of these matters. As I say, be wary, watchful and especially careful when you decide who to vote for in this year's election. Ask yourself if you want honesty, experience and integrity, or someone who just wants a title and couldn't care less about you or the organization. There are many different

aspects to this job, but the membership and their representation must come first, and leadership must be able to communicate with management, your officers, and your members. There is an administrative side or business side of the union too, where bills must be paid and decisions made regarding the members' money and how best to handle that money according to the law and Department of Labor regulations. There are also decisions that must be made regarding officers, stewards, and the actual day to day operations of the local union. Trips and conventions are nice and can be fun, but they do involve work so as to increase the stewards' and officers' knowledge to better represent the members. And when it comes to trips and conventions, you must make sure that you follow the budget and have authority to spend the members' money. Spending money or making constitutional changes to increase pay, salaries for directors, or adding per diem to certain conferences are all examples of things the members need to vote on. If officers and stewards believe that they should have more money to buy food while on these trips, not just for themselves but for their spouses, then you, the members, need to look at issues such as these, and be present to vote on them at general meetings. If you don't become engaged and take an interest in these things, your local will be managed by a select few individuals, and your dues money will disappear quickly and you will receive little or nothing in return. I have always strived to be responsible with the funds of the union, first as the secretary-treasurer, secondly as the vice president and lastly as your president. Paying officers double or paying them \$5,000 for doing nothing because they were on suspension for shoddy work, are examples of being irresponsible with the members' money. These two examples almost happened in January 2018 as I mentioned above, but were stopped because I knew the labor law and I had the support of a few sensible officers.

Recently an e-board officer/MVS steward decided to give an affidavit to the National Labor Relations Board in support of a member who filed labor charges against the local union and myself. The charges were not true, and were ultimately dismissed because the evidence I provided to the NLRB refuted each charge by the member and the additional lies brought forth by this current officer/steward. However, this is what you, the members must watch for when it comes time to decide who to support for local union office. Demand to see the executive board minutes from June of 2017, and the executive board minutes from January of 2018. Neither of these minutes were presented to the membership because there wasn't a quorum for the general membership meeting in either June

of 2017 or January of 2018. This is where the members must become involved and come to meetings, so that they can keep the officers in check. Request to see a copy of these minutes or better still come to your meetings and bring a friend or co-worker and learn the business of your local union. This is how you gain knowledge about the organization, and how you make informed decisions on matters relevant to the local union. Union officers who want to change the constitution simply to make a change for their benefit, should not be officers. Constitutional changes are difficult by design because that document guides and protects the organization, the members, and their dues money from misappropriation. But if you do not come to those meetings where changes are proposed, those changes will take place and they will not be for the good of the local union.

You may have heard that there have been sexual harassment charges filed by a member of the executive board against the vice president, maintenance craft director, former research and education director/maintenance member, and me. The charges are false and without merit, but this member filed charges with the Office of Inspector General (OIG) against these four officers. The OIG report shows the charges to be false and in fact brings to light an illegal act — recording conversations at the union hall — that is against postal policy, but was done by the charging officer. In addition, this officer/steward has been accused of violating the Labor Management Reporting and Disclosure Act or simply put, the Labor Law, and if proven, may be in serious trouble. However, this person will undoubtedly want to run again for office of this local, and it will be your responsibility to make sure she is unsuccessful.

In summary, as your secretary-treasurer for eight years, vice president for two years, and president for the last eight and one half years, I have always tried to perform my job with integrity, honesty, and truthfulness as have the vice president, associate office director, clerk craft director, support services director, and the current director of research and education. Others on the board have been concerned mostly with their own self-interests and what they can get for themselves through motions and/or constitutional changes. Just take a look at the minutes I mentioned above and you will see the proof. But I cannot emphasize enough how important it is that you become involved in your union. You don't have to run for office, but you can if you want. You don't have to come to every meeting, but at least come to the June and December meetings where constitution changes are made so you can have a say as to whether those changes pass or not. This is

your union, your money, your future; protect it by being engaged in your union.

In closing, I must tell you that I loved my time working for all of you and I hope you all have many more years of continued success at the Postal Service. We have done several good things here at the local during my years as president. You all own your building free and clear, an asset worth over \$600,000. The union has a great steward training program for any member to attend, and it keeps your stewards up to date on changes in the post office and the collective bargaining agreement. Speaking of the agreement, contract negotiations are still going on behind the scenes, and even if the contract goes to interest arbitration, you have a great negotiation team working for you. The local union's finances are in great shape even though there was some concern as I mentioned above. The local is operating in the black and has good financial reserves. Gene Hollenbeck will take over as president as mandated by the local constitution and he will need your continued support. He will be a good president and he will always put the membership and organization first. We have made many improvements to our union building and it will be in great shape for years to come. I have established a good relationship with our national officers, one where we can call them directly and get help when needed. This can also be said of our business agents for each and every craft because our agents are only a phone call away. I have also established and cultivated a relationship with our congressmen and senators to where we can reach out to them for assistance and we will receive it. Your local union is highly respected all around the country, among the national officers, business agents and government officials. Be proud of your local and give Gene your support as he begins the task of representing you.

As for me, I will say farewell to all of you. I will miss you all, how could I not? You have been my extended family for 18 years going back to 2001 and for 28 years if you go back to 1991. I have tried to do my best and I appreciate the opportunity and honor you have given me to be able to work with and for you during my time at the Postal Service and while a member of the APWU. It literally seems like only yesterday that I came to work at the Postal Service and this great union of ours, but the time has come for me to move on. Therefore, for one last time, I say thank you and remember, the struggle continues so fight hard and always take the high road.

In Solidarity,
 Frederick 'Fred' Wolfmeyer
 President St. Louis Gateway
 District Area Local / APWU

Executive Vice President

By Gene Hollenbeck



Effective March 2, 2019, we have seven newly converted career employees. I want to welcome them to career workforce. Once again, management has failed to notify the union that they were going to convert PSEs to career. Once again the employees are the first to know about conversions. Once again — even though at the bottom of the letters sent to the employees it says cc: APWU Local President — we have to call and find someone who will answer their phone to receive copies of the letters. This is unacceptable. They have to do a better job of communicating with the union.

We will continue to fight to have more PSEs converted to career. We know that there are still residual vacancies. We know that they are still working employees one to a machine, we know

that all of the stations and branches are still short staffed.

What can you do to help your union? First of all you can come to a general membership meeting. You can get involved with the day to day operation of the union. You can provide statements to your stewards when you see a supervisor, manager, CCA, or mail handler doing our work. You can come to the next New Steward Training.

You don't have to become a steward, but you need to learn your rights as an employee. Contact Director of Research and Education Dave Childers for the dates of the next New Steward Training.

Fighting today for a better tomorrow.

Associate Office Director's Report

By Rebecca Livingston

Weingarten Rights

(Union Representation During Interrogations)



Please invoke your Weingarten Rights whenever you fear that what you say can affect your position. Management must provide you union representation or anything you say will be invalid. (If the OIGs continue to try to interrogate you please repeat that you are invoking your Weingarten Rights and do not respond to any questioning).

If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.

The above information is what the union suggests you say every time you are approached by an OIG or when management wants to question you in their office with another member of management. If they need two people to witness what is about to be discussed, then so do you. Remember, you need to request a steward before the meeting begins then remain quiet until the steward arrives. During an official job discussion it should be just yourself and your immediate supervisor and a steward is not needed unless you feel that the meeting is going to lead to discipline. The supervisor should state before the meeting starts that it is an Article 16 Official Job Discussion, if they state it is a PDI (Pre-Disciplinary Interview), please immediately request a steward, the meeting should then be over until your steward arrives. The union is urging you to invoke the Weingarten Rights regardless of the situation. We are not there to judge whether or not you have done something in violation of postal policy, we are suggesting that you have the union present to make sure your rights are protected. You could be the person who called the OIGs because you feel that your rights are not being protected or your co-workers are making poor choices and behaving inappropriately and no one is doing anything about it. Time and time again we have seen employees seek "help" from the OIGs because their concerns aren't being addressed quickly enough or the results don't meet their approval and the situation turns around and they also have violated postal policy regarding a totally different issue and now the persons who called the OIGs are the ones being interrogated.

Please do not contact the OIGs concerning work related issues! Please request a steward and give us an opportunity to address the issues with management or the co-worker. If your steward is not addressing the issue, please bring it to the attention of the APWU president or the executive vice president and give them the opportunity to help resolve the issues. You never know what the results will be.

To Management: I Would Like to Request a Steward

The above statement is one of the most important statements you should be making when you feel your rights are being violated or have received any forms of discipline or Letters of Demand for loss of funds. Please remember that the union steward might be present during the PDI (pre-disciplinary interview) but if management determines that discipline should be issued the responsibility to file a timely grievance falls solely on you. Once again, you must **request to see a steward**. Management loves it when you don't file a grievance. Less paperwork for them and now the discipline is in your file for two years! It is hard to work out of your records, folks! Please give your steward the opportunity to negotiate better terms so you can get the discipline removed as soon as possible. Please also remember to go to OPF on lite-blue and check to make sure your records are current. It is your responsibility to notify your supervisor in writing that a piece of discipline should be expunged from your records. It is also a good idea to request in writing to see your floor file. It is your right to see what is in that file and address your concerns regarding information that should have been expunged from the record. Taking care of these details can be important when you are requesting reassignment to another installation. You will want your files to be correct. The grievant only has 14 days from the date of issue to request a steward and have a grievance filed on their behalf with the supervisor who issued the discipline or letter of demand. With that said if you notice any other types of violations or you were bypassed for overtime or holiday volunteer work you must also **request to see a steward** and report the violation within 14 days of when the violation occurred. By now you can see a pattern. **Please request to see a steward within 14 days** when anything happens, that way you are covered.

Please Don't Bring Personal Issues to Work or Make Work Personal

Over the last few months I have been called to several offices because co-workers and/or management are not getting along when everyone thought they were all "**friends**." I am not saying management and employees or office co-workers cannot be friends or friendly outside of work or even at work, but what I am saying is that when the friendships go through trying times it cannot affect the workplace. This has been an ongoing issue for some time but I have never addressed this issue before because how I (APWU) handle management is and should be completely different than how you establish your relationships with your supervisors and co-workers. I will tell you that it is management's responsibility to separate work and home and to ensure the workplace is safe and hostile free. I do not think that it is appropriate for management to be friends with just a few employees outside the workplace and exclude other co-workers. This causes issues every time. I also know that the workroom floor is not where we discuss what happened the night before or over the weekend. That is what lunches, breaks or phone calls after work are for. While we think we are not disrupting the office by stopping to talk to a co-worker who continues to perform their duties, management always brings this up when they are addressing other issues. The union has also had PDIs held because of the cell phone policies. The cell phones cannot be used at the window or when you are on the workroom floor during the performance of your duties. The policy is that the cell-phones should be in lockers and not on the workroom floor at all but we all know that supervisors will be lenient on these policies until someone gets hurt or another issue is being addressed then all of a sudden they want to say that the employee is not following their last instruction. Sometimes it is because we forget or we just get complacent with following all rules and regulations, just like supervisors forget the policies until someone gets hurt or they are upset about something completely different. I know it can seem as if it is easy for me to say all of these things, but trust me I have lived through everything I am addressing. Management is not our friend. I would never say they are our enemy, but please remember this is your workplace. You are there to do the job to the best of your ability in a safe manner every day. A fair day's work for a fair day's pay comes to mind. It is in the contract. Please follow postal policies as they have been established for a reason. The APWU wants you to come to a hostile-free work environment every day and the key is doing the job you are paid to do and making the union aware of ongoing problems. There is not a quick fix for some of the more personal issues as feelings are in play and once we say things they are not easily forgotten or forgiven. Please remember you are working to provide for yourself and your family and personal problems are best addressed through other resources outside of the post office such as EAP, the Employee Assistance Program.

As always, if you need immediate assistance, you can always call me when you are on breaks, lunch or after your workday has ended. I will be able to discuss the issues with you and help you decide the best way to address them. Sometimes a phone call asking a question can help you resolve the issue and sometimes, as most of you know, I ask you to request a steward. Please remember the union is available to answer questions and if you want the correct answer to the question ask the union not management or a co-worker.

The Union Hall phone number is 314-231-7665 and my cell phone is 314-810-4099. I encourage every member to call when they have questions or concerns and I will make sure they are addressed.

General Membership Meeting Highlights

February 9, 2018

Hello my brothers and sisters. Our goal is to keep our members informed when they do not attend general membership meetings. We would like to keep you informed via our Press On mailing. The general membership meeting highlights will be posted only if we have quorums. The Press On will include the previous two months.

Motions

- A motion was made to purchase two tickets for \$70 for the Robert Kortcamp luncheon.
- A motion was made to purchase a table and full-page ad for \$390 for the CLUW women's history annual brunch. The motion was seconded, voted on, and passed.
- A motion was made to send six women to APWU POWER Convention 2019 paying for lodging (double occupancy), registration, and transportation. The motion was seconded, voted on, and passed.

STATE CONVENTION NOMINATIONS

President Wolfmeyer opened the floor for nominations for the Missouri State Convention in Cape Girardeau, Mo., June 6-9, 2019.

ST. LOUIS GATEWAY DISTRICT AREA LOCAL

ELECTION NOTICE

**Nominations for all
General Offices and
Craft Offices for the**

Local Union will be held

at the June 1, 2019

General Membership Meeting

1717 S. Broadway

9:30 a.m.

Delegates Nominated on Saturday, February 9, 2019

CLERK CRAFT (4) *NO ELECTION*
NOMINATED BY: NOMINEE
Gene Hollenbeck Claudella Suggs
Gene Hollenbeck Bill Brady
April Johnson April Johnson
Shelia Patton-Harris Lisa Dukes

MAINTENANCE CRAFT (2)
NOMINATED BY: NOMINEE
Tom Nanna Dean Hathaway
Tom Nanna Jeff Edwards

AO CRAFT (1) *NO ELECTION*
NOMINATED BY: NOMINEE
Dean Hathaway Cindy Grommett
Dean Hathaway Charlie Koperstynski

MOTOR VEHICLE CRAFT (2)
NOMINATED BY: NOMINEE
Matt Heiman Bobby Riehl
Matt Heiman Tyler Hazlip
J. L. Cooper Christopher "Hollywood" Thomas

SUPPORT SERVICES CRAFT (2) *NO ELECTION*
NOMINATED NOMINEE
Orlando Anderson Mia Smith
Robbie Robertson Janis Dumas

NOMINATIONS CLOSED

President Wolfmeyer's Report

Missouri Postal Workers Union 2019 Convention nominations was first order of business. Nominations took place and elections for the Motor Vehicle will be held on March 17, 2019, at the Union Hall from 6 a.m. – 6 p.m. Please come down and vote for the member you would like to represent you at your State National Convention. The State Convention is in Cape Girardeau, Mo. The Tri-State Conference will be in Springdale, Ark., on March 7-9, 2019. We only have eight or nine people signed up to attend. We will rent two vans rather than getting a bus because it will be much cheaper. If more people want to attend, let Robbie know so we can make arrangements and pay for registration.

Vice President Hollenbeck's Report

The vice president stated, "Report as read." The executive board minutes explained how management only converted five PSEs and four came out of the stations and branches and one came out of the plant. The union just spoke with the newly conversions employees who were converted back in November. Technically, the union is supposed to have the opportunity to speak with the new employees within 30 days.

Secretary-Treasurer's Report:

Secretary-Treasurer Robin Robertson made a motion to accept the report as printed with exception of questions. The motion was voted on and passed.

Director of Industrial Relations Report

Paul Reid asked if anyone had any questions for him. He mentioned, "You heard Paul Reid and Labor Board." He cannot get into that area without questions. Paul stated,

"Now if you have questions about the Labor Board or EEO questions, I try to answer those questions to the best of my knowledge. Any questions?"

Antoine Johnson announced herself as "AJ" had a few questions in references to issues going on in MVS craft. Paul Reid announced he was advised by Ms. Johnson this was not the appropriate time for this conversion and should be discussed at the MVS craft meeting.

Editor in Chief Report

Editor in Chief Shelia Patton-Harris mentioned she will be working on the paper early because she's tired of it getting to everyone so late. Do anyone have any questions for her? Thank you.

Door Prizes and COPA Raffle

1. The \$50 door prize was won by Claudella Suggs (clerk craft).
2. The COPA 50/50 drawing of \$50 each was won by Tom Nanna (maintenance craft).
3. FEFA raffled two cardinals' tickets won by Shelia Patton Harris.

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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Additional coverage up to \$250,000 provided by Excess Share Insurance Corporation, a licensed insurance company.

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.



Editor's

By Shelia Patton-Harris




PLEASE READ!

Many of the people just starting out in their postal career are getting removed. Some of you are confused as to how the disciplinary procedures work. Hopefully this will help.

When you are called into the office for a PDI, the steward, if requested and the supervisor are present. This is your opportunity to tell your side of the story. Were you in the hospital? Did you have some other problems? **This is not discipline.** Even though there is a steward present, you are not filing a grievance at this time. If and when you are issued discipline, it is your responsibility to contact a steward and file a grievance. You have **14 days** to file. If you are out and the discipline is mailed to you, the 14 day time limit still applies. Call the Union Hall to file the grievance within the 14 days. Phone numbers for the steward booth and the Union Hall are listed on the back of the newsletter.

If you are given discipline, please **carefully** read the notice. It should tell you what type of discipline (letter of warning, suspension, notice of removal) and what's your infraction (failure to maintain, failure to follow instructions, insubordination). It should advise you that you have **14 days** to file a grievance. Remember, all discipline counts, so you should always file a grievance on any discipline that you receive. If you don't file, the discipline stays live in your record for two years. That means for the next two years management can cite this discipline as an element in the progressive steps.

The first grievable step in the disciplinary procedure is a letter of warning. You get two letters of warning before suspension. Don't take these letters lightly. I cannot emphasize enough how important it is to file on this discipline. You might think a letter of warning is meaningless but it is a step in the progression of discipline and should be taken seriously.

If you receive a notice of suspension, don't just throw it aside and forget about it. Even though you may not serve time off the clock, if a timely grievance is filed, the suspension is held against you in the chain of progressive discipline. The steps call for one seven-day suspension and two 14-day suspensions and then removal from the Postal Service. These suspensions are usually what are known as "paper suspensions." There might not be time served off the clock but these suspensions count.

When you are given discipline, please contact a steward. Don't count on the supervisor to "take care of it." Unless you have a settlement in writing, the supervisor's word is not good enough. Without a written settlement, your agreement with the supervisor depends on his/her memory. If the supervisor gets moved or there are any unforeseen circumstances, you have no proof your discipline has been settled.

If you are not sure or have questions, contact a steward. We will try to help you with your problems and concerns. If you need further assistance you can call the hall. Don't listen to rumors and half-truths. Don't get caught up in she said he said scandals.

When given an instruction that you don't agree with, you have to follow the instruction, unless it involves your personal safety, and file a grievance later. Under no circumstances should you argue with the supervisor. Ask for a shop steward. There is a whole list of infractions you can be charged with if you try to argue with the supervisor. Don't get loud or belligerent. Simply ask for a shop steward. Don't leave the building unless instructed to do so.

Hopefully, you will enjoy a long and prosperous postal career and will leave on your own terms. Report when scheduled and do your job and you shouldn't have any problems. If you do have a problem, **ask for a steward.**

**Election for Delegate to Missouri State Convention
For Motor Vehicle and Associate Offices
Will be held March 17, 2019, from 6 a.m. - 6 p.m.
at the Union Hall, 1705 S. Broadway
Please come down and vote**



A M E R I C A N P O S T A L W O R K E R S
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PHONE: 603-330-0282 FAX: 603-330-0285

FRED WOLFMEYER
APWU-ST LOUIS GATEWAY DISTRICT AREA LOCAL
1705 South Broadway
ST LOUIS, MO 63104

March, 2019

APW-ABA
SCHOLARSHIP PROGRAM
HONORING

Thomas Hartos, Michael Tosches & Eugene Johnson

Deadline: May 15, 2019

Dear President,

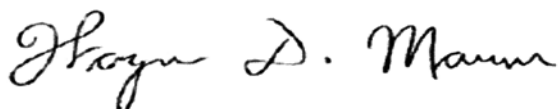
Enclosed are the guidelines and application form for the APW-ABA Scholarship Program which is named in honor of long-time union activists, Thomas Hartos, Michael Tosches and Eugene Johnson. Feel free to make copies as well as insert into your local publications or on your local web site.

We ask that you insure all applications are filled out completely, paying special attention to the member's postal employee identification number (EID) or social security number, so that we may verify ABA membership. Incomplete applications will be returned.

Please contact our office if you have any questions. Our normal business hours are, Monday thru Friday, 8:00am - 4:00pm EST.

Web Page: <http://www.apw-aba.org>
Telephone: 603-330-0282
Facsimile: 603-330-0285
Toll Free: 1-800-526-2890

In Union Solidarity,



Wayne D. Maurer, National Director
nationaldirector@apw-aba.org

2019 SCHOLARSHIP GUIDELINES

AMERICAN POSTAL WORKERS ACCIDENT BENEFIT ASSOCIATION

1. The Scholarship announcement, application and guidelines will be mailed each year to all Local and State Presidents and ABA Board of Directors, no later than March of each year. The announcement and application will also be printed in the ABA News Digest as well as posted on the official ABA website. The deadline for returning the scholarship application will be set forth by the ABA.
2. All entrants must submit a completed application which will be verified by their local or state president or by the ABA home office. Properly completed applications will be entered in a drawing for a one thousand-dollar (\$1,000) scholarship. Entrants must be a graduating high school senior who is the son, daughter or legal ward of a member of the ABA.
3. The scholarship award is limited to a one-time amount of one thousand-dollars (\$1,000). Two scholarships will be awarded per calendar year.
4. The scholarship drawing will be held at the ABA home office no later than June of each year. These drawings will be strict "luck of the draw", meaning the entrants pulled are the winners. No preferential treatment will be given to any entrant. All applications will be assigned a random number for drawing. The winners will be drawn from amongst all applicants and notified by certified mail.
5. Scholarships will be paid directly to the school that has been designated on each winner's application. Each winner will also be required to submit an acceptance letter and photograph accompanied by a biography which will appear in an issue of the ABA News Digest.
6. The National Director will coordinate the scholarship program with the authority to settle any or all eligibility requirement or disputes that may arise.

APW-ABA SCHOLARSHIP PROGRAM
HONORING
THOMAS HARTOS, MICHAEL TOSCHES & EUGENE JOHNSON

APPLICATION DEADLINE
May 15, 2019

INCOMPLETE APPLICATIONS WILL BE RETURNED

NAME: ADDRESS:

CITY: STATE: ZIP: PHONE#:()

I will graduate from High School, which is located
in (City - State), in (Month - Year)

I will be enrolled for the term of at
in (City - State) (Year) (College Attending)

My father, mother or legal guardian is a member in good standing in the ABA and the
(Local name) Local APWU.

ABA Members email address: @

(Student - printed name & signature)

(Parent/Guardian - printed name & signature)

(This section to be completed by Local or State President or ABA Nat'l Director)

This will certify that (APW-ABA members name) (SSN or EID# of member)
is a member in good standing of the Accident Benefit Association.

(ABA Local or State President or ABA Nat'l Director - signature & date)

All Applications Must Be Sent To: ABA Scholarship Program, PO Box 120, Rochester, NH 03866-0120

THE BELOW IS FOR ABA USE ONLY

Local Name Local # Date Recv'd 100% Local Yes No

This application has been reviewed and certified, - ABA Nat'l Director

American Postal Workers Union, AFL-CIO

MEMORANDUM

From the Office of President Mark Dimondstein
(202) 842-4250 Office
(202) 842-4297 Fax

1300 L Street NW
Washington, DC 20005

March 1, 2019

To: All National, Local and State Officers

From: Mark Dimondstein, President *MD*
Clint Burelson, Clerk Craft Director *CB*

Subject: RI-399 Update on Monetary Payments

Sisters and Brothers,

The tripartite Memorandum of Understanding between the USPS, APWU and NMPHU regarding the processes and procedures of future RI 399 disputes as well as the withdrawal of most national level jurisdictional disputes was signed on June 26, 2018. The Postal Service agreed to a monetary settlement of \$14.5 million to each union in consideration of the withdrawal of the national level grievances. Each union has the authority to determine how the monies will be distributed.

In consultation and agreement with the Clerk Craft Director, it was determined to distribute the money on an equal basis to the following categories of clerk craft employees.

- 1) All career clerk craft employees who were on the rolls as of September 1, 2017 in postal installations that employ both clerk craft employees and mail handlers.
- 2) All non-career PSE clerk craft employees who were on the rolls as of September 1, 2017 in installations that employ both clerk craft employees and mail handlers and who are still on the rolls and in the clerk craft on March 1, 2019.

The exact monetary amount has yet to be determined as we are still in the process of gathering the accurate numbers. We expect somewhere in the neighborhood of 85,000 clerk craft employees will receive a payout of approximately \$160.00. Furthermore, we do not yet know when the payments will be made.

Updates will be provided once the details are finalized.

Please note that the APWU and NPMHU have decided on different methods of payment and of course the numbers will differ in light of the fact that the APWU has chosen to distribute the money to twice as many employees.

Please share this information as you deem appropriate.

Mother Jones

Typically clad in a black dress, her face framed by a lace collar and black hat, the barely five-foot tall Mother Jones was a fearless fighter for workers' rights—once labeled 'the most dangerous woman in America' by a U.S. district attorney. Mary Harris "Mother" Jones rose to prominence as a fiery orator and fearless organizer for the mine workers during the first two decades of the 20th century. Her voice had great carrying power. Her energy and passion inspired men half her age into action and compelled their wives and daughters to join the struggle. If that didn't work she would embarrass men into action. "I have been in jail more than once and I expect to go again. If you are too cowardly to fight, I will fight," she told them.

Mother Jones' organizing methods were unique for her time. She welcomed African American workers and involved women and children in strikes. She organized miners' wives into teams armed with mops and brooms to guard the mines against scabs. She staged parades with children carrying signs that read, "We Want to Go to School and not to the Mines."

Early years

Born Mary Harris in Cork County, Ireland, the woman who would become Mother Jones immigrated to North America with her family as a child to escape the Irish famine. She spent her early years in Canada and trained to be a dressmaker and teacher. Historians are uncertain about her year of birth and mark it anywhere between 1830 and 1844.

In her early 20s, she moved to Chicago, where she worked as a dressmaker, and then to Memphis, Tenn., where she met and married George Jones, a skilled iron molder and staunch unionist. The couple had four children when tragedy struck: A yellow fever epidemic in 1867, which killed hundreds of people, took the lives of Mary's husband and all four children.

Mary moved back to Chicago and returned to commercial dressmaking. She opened her own shop, patronized by some of the wealthiest women in town. According to one account of her life, Mary's interest in the union movement grew when she sewed for wealthy Chicago families. "I would look out of the plate glass windows and see the poor, shivering wretches, jobless and hungry, walking alongside the frozen lake front," she said. "The contrast of their conditions with that of the tropical comfort of the people for whom I sewed was painful to me. My employers seemed neither to notice nor to care."

Tragedy struck Mary again when she lost everything in the Great Chicago Fire of 1871. After the fire, Mary began to travel across the country. The nation was undergoing dramatic change, and industrialization was changing the nature of work. She moved from town to town in support of workers' struggles. In Kansas City, she did advance work for a group of unemployed men who marched on Washington, D.C., to demand jobs. In Birmingham, Ala., she helped black and white miners during a nationwide coal strike. Mary organized a massive show of support for Eugene Debs, the leader of the American Railway Union, after he served a six-month prison sentence for defying a court order not to disrupt railroad traffic in support of striking pullman workers.

A Mother to Millions of Working Men and Women

In June 1897, after Mary addressed the railway union convention, she began to be referred to as "Mother" by the men of the union. The name stuck. That summer when the 9,000-member mine workers called a nationwide strike, Mary arrived in Pittsburgh to assist them. She became "Mother Jones" to millions of working men and women across the country for her efforts on behalf of the miners.

Mother Jones was so effective the mine workers sent her into the coalfields to sign up

miners with the union. She agitated in the anthracite fields of eastern Pennsylvania, the company towns of West Virginia and harsh coal camps of Colorado. Nearly anywhere coal miners, textile workers or steelworkers were fighting to organize a union, Mother Jones was there.

She was banished from more towns and was held incommunicado in more jails in more states than any other union leader of the time. In 1912, she was even charged with a capital offense by a military tribunal in West Virginia and held under house arrest for weeks until popular outrage and national attention forced the governor to release her.

Mother Jones was deeply affected by the "machine-gun massacre" in Ludlow, Colo., when National Guardsmen raided a tent colony of striking miners and their families, killing 20 people — mostly women and children. She traveled across the country telling the story, and testified before the U.S. Congress.

In addition to miners, Mother Jones also was very concerned about child workers. During a silk strike in Philadelphia, 100,000 workers — including 16,000 children — left their jobs over a demand that their workweek be cut from 60 to 55 hours. To attract attention to the cause of abolishing child labor, in 1903, she led a children's march of 100 children from the textile mills of Philadelphia to New York City "to show the New York millionaires our grievances." She led the children all the way to President Theodore Roosevelt's Long Island home.

In her 80s, Mother Jones settled down near Washington, D.C., in 1921 but continued to travel across the country. In 1924, although unable to hold a pen between her fingers, she made her last strike appearance in Chicago in support of striking dressmakers, hundreds of whom were arrested and black-listed during their ill-fated four month-long struggle. She died in Silver Springs, Md., possibly at age 100, and was buried in the Union Miners Cemetery in Mount Olive, Ill.

Reprinted from the Salt City Post

The Union Election Process: Nominations

(This article first appeared in the September-October 2015 issue of The American Postal Worker magazine from our own Secretary-Treasurer Elizabeth "Liz" Powell.)

Nominating candidates for office is a fundamental component of democratically electing union officers, and an important part of the election process.

According to the Labor Management and Disclosure Act, union members must be given a reasonable opportunity to nominate candidates. To do this, election officials (or other responsible officials) must provide a timely notice of nominations and must use procedures that give all members the opportunity to make nominations.

Even if local officials believe no one wants to run, a nomination notice must be sent to all members, and nominations for each office must take place each term.

Although most unions hold nomination meetings, the law does not require unions to use any particular nomination procedure. A union is free to choose any method that provides members a reasonable opportunity to nominate; however, the nomination procedure used must follow the provisions of the union's constitution and bylaws and Department of Labor (DOL) requirements.

The Nominating Process

In accordance with DOL regulations, there are several key provisions that must be addressed by local and state election committees. Article 12.8 of the national APWU Constitution requires local unions, area locals, regional and state organizations to establish an election committee,

which is responsible for conducting the election and deciding any controversies that arise. Candidates for election may not serve on the election committee.

A number of methods may be used for notifying union members of nominations, including mailing a notice to the last known home address of each member, publishing a timely notice in the union newsletter, posting or distributing a notice at work sites, or other methods that can reasonably be expected to inform all members in good standing.

Since the DOL requires that a reasonable attempt be made to notify all members of nominations and elections, a mailed notification is recommended. The mailed notification may be included in the union newsletter or mailed separately.

Email or other electronic messaging is not recommended because there is no guarantee that all members have access to electronic media. The U.S. mail is considered a more reliable and universal means of contact.

If the union newsletter is used to give notice of nominations, the notice should appear in a conspicuous place. Election officials should advise the editor that the notice must be given a prominent position.

The nomination notice should specify the offices to be filled in the election (and identify any offices for which the officer is a delegate by virtue of election to office). It should also include the date, time, place, and method for submitting nominations, including details such as whether a nomination must be seconded. (If nominations must be seconded, the

good standing of the member who seconds the nomination should be verified at the meeting.)

The nomination notice (unlike an election notice) does not have to be given at least 15 days before nominations, but it must be given in accordance with any requirement in the union's constitution and bylaws and must allow enough time for members to have a reasonable opportunity to nominate candidates of their choice.

It is strongly recommended that local election committees or officials include the notice of election in the notice of nominations. This eliminates the need to mail to separate notices, and saves money.

If the election notice is mailed separately, a notice of election must be mailed to every member, including non-working members, at his or her last known home address at least 15 days prior to the election.

The notice of election must specify the date, time, and place of the election, as well as the offices to be filled. To determine the 15-day mailing period, do not count the day the notices are mailed, but count the day of the election. For example, if the ballots will be counted on June 30, the 15-day notice requirement would dictate that the notice must be mailed before June 15.

Other things to keep in mind during elections include:

Nomination by Members in Good Standing — The election committee must be able to verify that any member making a nomination is a member in good standing.

Self-Nominations — Candidates should be permitted to nomi-

nate themselves at a nominating meeting or by mail. If a notice is mailed, the deadline for receipt of the nomination and where the notice should be mailed (certified) should be clearly stated in the nomination notice.

Electronic Self-Nominations

— An issue that has arisen recently is the submission of notices of self-nomination by email. Since these communications can be dated and receipt can be authenticated, it is recommended that they be accepted the same way that certified-mail nominations would be accepted.

Quorum for Nomination Meeting

— If nominations are conducted at a meeting a quorum requirement may not be imposed. However, the meeting must be held at a date, time, and place that allows members a reasonable opportunity to attend. Nominations at the regularly scheduled membership meeting would satisfy this requirement.

Acceptance of Nomination

— Requiring candidates who are in attendance at a nominating meeting to accept or decline a nomination is common, in order to prevent any misunderstanding about who is running for which office (especially if someone is nominated for more than one position but is allowed to run for only one office under the union’s constitution and bylaws).

When candidates nominate themselves, their acceptance of nomination is considered automatic. However, some provision must be made for acceptance by candidates who are nominated at the meeting, but are not present at the nominating meeting. A reasonable period of time should be established to receive their acceptance of a nomination. Election committee officials may be assigned to make this determination



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Here are some things you should know

Here are some things you should know during a (PDI) pre-disciplinary interview:

- Be truthful
- Be cooperative
- Be courteous
- Be natural
- Be sincere
- Be sure you understand the question before you respond.

Do not volunteer information.

Simply answer the question asked and then stop. If explanation is needed, you will be asked to explain. If a question

cannot be truthfully answered with a yes or no, you have the right to explain the answer. If you are asked to recall a situation that didn't happen say, "That didn't happen." If you cannot remember the details of an event say, "I don't remember." If you don't know the answer say, "I don't know." Do not hedge or become evasive. Do not say "I think ..." or "I believe ..." when recalling a fact. Say, "I remember ..." This is particularly important.

Do not say, "That's all of the conversation," or "That's all that hap-

pened," unless you are positive there was nothing else. You may have forgotten some detail. If you are not positive say, "That is everything I can remember." It may be that after more thought or another question, you will remember something important.

If you give a wrong answer by mistake, say so and correct your answer. Do not exaggerate or be overly dramatic. Simple answers are more persuasive. **Don't lose your cool. Remain in control.**

Reprinted from the Iowa Postal Worker

High Blood Pressure Threatens Your Health and Quality of Life

In most cases, the damage done by high blood pressure (HBP, or hypertension) takes place over time. Left undetected (or uncontrolled), high blood pressure can lead to:

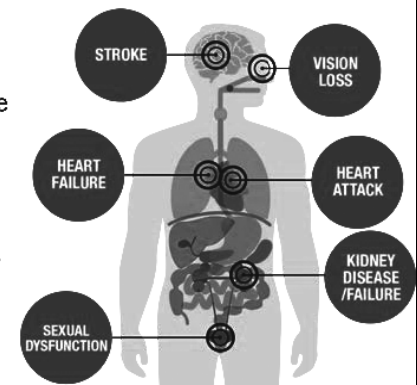
- **Heart attack:** High blood pressure damages arteries which can become blocked and prevent blood flow to the heart muscle.
- **Stroke:** High blood pressure can cause blood vessels in the brain to clog more easily or even burst.
- **Heart failure:** The increased workload from high blood pressure can cause the heart to enlarge and fail to supply blood to the body.
- **Kidney disease or failure:** High blood pressure can damage the arteries around the kidneys and interfere with their ability to filter blood effectively.
- **Vision loss:** High blood pressure can strain or damage blood vessels in the eyes.
- **Sexual dysfunction:** High blood pressure can lead to erectile dysfunction in men or lower libido in women.
- **Angina:** Over time, high blood pressure can lead to heart disease or microvascular disease (MVD). Angina, or chest pain, is a common symptom.
- **Peripheral artery disease (PAD):** Atherosclerosis caused by high blood pressure can cause a narrowing of arteries in the legs, arms, stomach and head, causing pain or fatigue.

Your best protection is knowledge, management and prevention.

- **Know your numbers:** The best way to know if you have high blood pressure is to have your blood pressure checked. Ideally, your blood pressure should be no higher than 120/80.
- **Understand the symptoms and risks:** Learn what factors could make you more likely to develop high blood pressure and put you at risk for serious medical problems.
- **Make changes that matter:** Take steps to reduce your risk and manage your blood pressure. Make heart-healthy lifestyle changes, take any medication as prescribed and work in partnership with your doctor.

High blood pressure and hypertensive crisis

- If your blood pressure readings suddenly exceed 180/120 mm Hg, wait five minutes and then test your blood pressure again. If your readings are still unusually high, contact your doctor immediately.



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Our Condolences to
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Father of Kim Brown, clerk, Ballwin Office

Matt Evans

Son-in-law of Jack Willie-Miclauster, Maintenance

Bryant Caleb Walker

Son of Vivian Brown, Support Services Mother

Mrs. Darnice Franklin

Mother of Hosea Franklin, Maintenance

Lajuan Crosby

Angie Jackson

Hubert Woodard Jr.

Me 'Sha Woodard, Support Services



Binion, Rashad

Calmese, Carla

Cooper, Marlon

Cotton, Prentis

Cullen, Morgan

Downs, Reginald

Eggleston, David

Faulkner, Mark

Finocchiaro, Daniel

Grant, Priscilla

Harms, Craig

Liddell, Alonna

Montgomery, Kevin

Moye, Lavena

Neff, Casey

Rodriguez, Arturo

Sandhofer, Richard

Womble, Charles

Wright, Rachel



USPS Employee Deals AARP

AARP has designed its membership to help people live life to the fullest. AARP is offering all Postal Service employees, regardless of your age, an opportunity to become an AARP member at a discounted rate of 15 percent for all its membership terms (one, three and five-year terms)

Enjoy a wealth of benefits, including trusted information, everyday discounts, travel deals, tools for finance and healthy living, volunteer opportunities and more. Current members of AARP can use this offer to extend their current membership at the discounted rate.

To become an AARP member or to renew your current AARP membership at this great rate visit: https://appsec.aarp.org/MSS/join/application?keycode=UBMUSPS&cmp=IVS_CM_PCP_OrganizationA

USPS ELM Revision: Drivers' Phone Use Policy

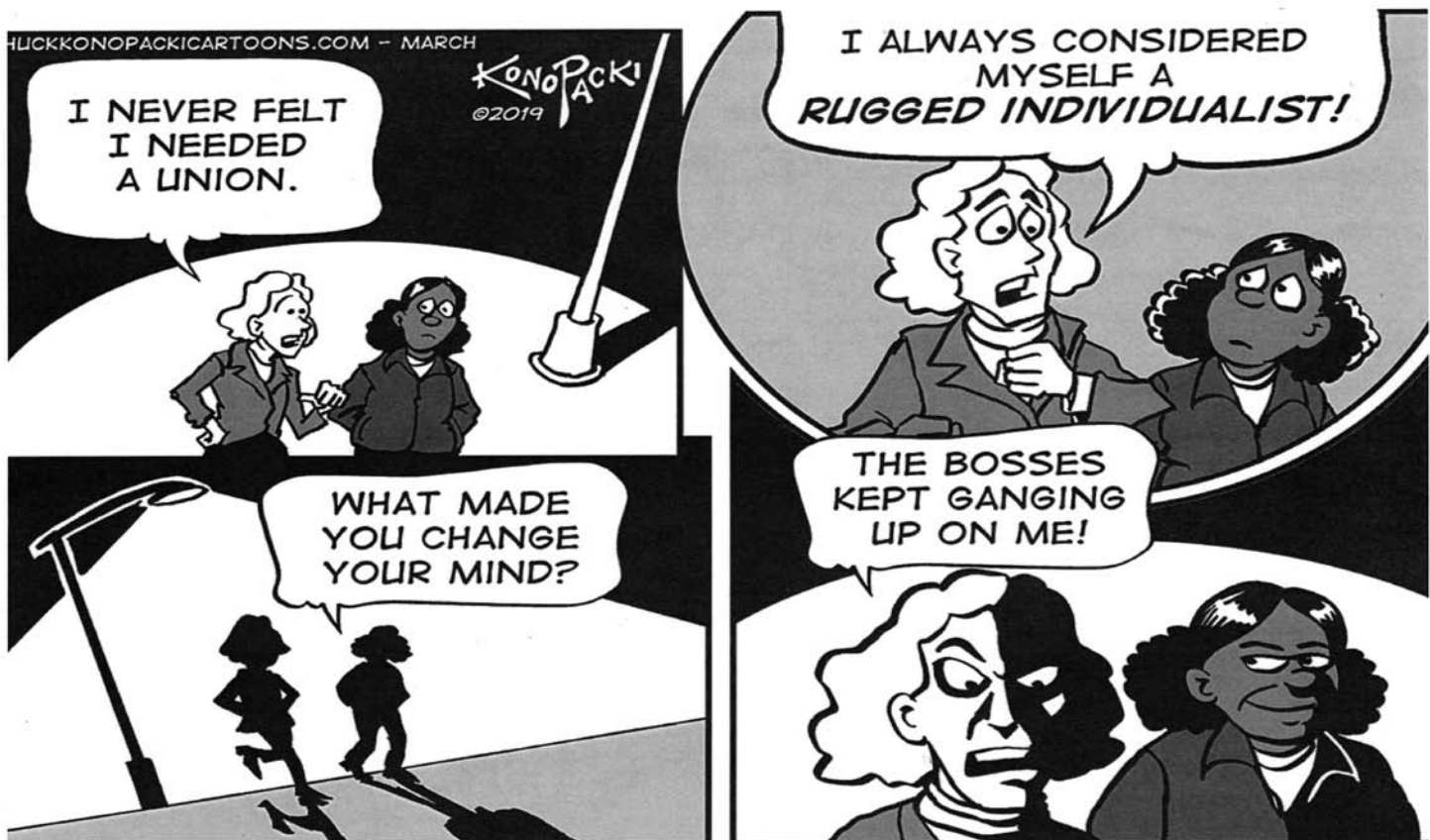
Effective February 14, 2019, the Postal Service is revising the Employee and Labor Relations Manual (ELM). Section 831.332, to include the policy that Postal Service employees **must not use a cell phone while driving on duty**.

Adding the cell phone policy to the ELM will put the manual in line with the policy in section 3-5.4 Motor Vehicle Safety Rules, in Handbook EL-801, Supervisor's Safety Handbook.

Vet Crisis Line

If a veteran or service member you know is showing signs of crisis, such as hopelessness, anxiety or withdrawal, call on the caring professionals at the VA's Veterans Crisis Line who are ready to listen and provide support. The Veterans Crisis Line is a free, confidential resource. Veterans, service members and their families can access the line anytime. Call 1-800-273-8255, option 1; VeteransCrisisline.net/Chat for chat; text 838255 for free confidential support, 24 hours a day, seven days a week, 365 days a year.

By John Smeekens, Veterans Director,





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Shelia Patton-Harris ... Editor
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Union Office

1705 S. Broadway
St. Louis, MO 63104
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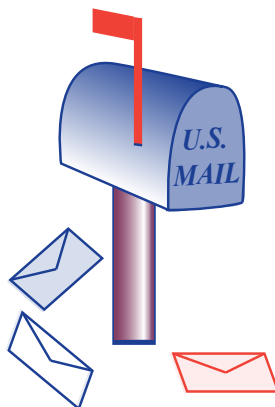
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Maintenance ... 314-436-4668
MVS ... 314-436-5027

GATEWAY LOCAL CALENDAR

March 6	(Wednesday)	Executive Board Meeting (2 p.m.)
March 10	(Sunday)	General Membership Meeting (3 p.m.)
March 11	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)
April 10	(Wednesday)	Executive Board Meeting (2 p.m.)
April 13	(Saturday)	General Membership Meeting (9:30 a.m.)
April 15	(Monday)	Stewards' Training (9 a.m. & 6 p.m.)
May 1	(Wednesday)	Executive Board Meeting (2 p.m.)
May 5	(Sunday)	General Membership Meeting (3 p.m.)
May 6	(Monday)	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.