



**Rain, Sleet, Snow  
Covid-19**

**We Get The Job Done!**

**Thank You  
to the  
Postal Service  
Heroes**

# President's Report

By Becky Livingston

## WE ARE IN THIS TOGETHER

As I sit to write this article there are very important decisions that are being made regarding the future of the Postal Service and how as a union we move forward. Just when we were starting to celebrate a new contract, we were presented with one of the most challenging crisis that the world and the Postal Service have ever seen. COVID-19 has changed the way the world operates and the APWU has certainly stepped up to meet the challenges that have been presented to them. Like never before management and the unions have worked together for the safety and well-being of all employees. While the USPS attempted to make sure that safety measures were in place and protective supplies were available, management was presented with serious challenges. The whole country was in short supply of masks, gloves, and disinfecting supplies. Quite frankly everyone was caught off-guard and unprepared for the COVID-19 pandemic. APWU headquarters quickly moved to secure MOUs (Memorandum of Understandings) to cover everything from Liberal Leave Use Policies to Mandatory Stand-Up Talks explaining everything from the Families First Coronavirus Response Act (Emergency Paid Sick Leave and expanded Family Medical Leave benefits) to keep us safe while still being able to perform our duties. Are employees suffering from a “fear of the unknown” which is resulting in mental, physical and emotional stress? **Absolutely!** And rightfully so. Yet day after day employees are stepping up and taking care of business! This is a very critical time for the Postal Service for many reasons. We are worried about our personal health and well-being, as well as that of our families and co-workers. Now the federal government is causing us to be worried about the health and well-being of the United States Postal Service. Some members of the United States government do not support the request for much needed financial assistance to keep the United States Postal Service providing essential services to the entire country. The services we are providing are what the country expects and we are literally delivering every day. I feel that all employees working for the United States Postal Service are not being recognized for the great job they are doing. Despite the fact that

at the beginning of the COVID-19 crisis the USPS failed to provide the proper equipment, such as gloves, masks and hand sanitizer/disinfecting wipes and were not able to let everyone know when they would be provided, our members still showed up. We knew we were **essential workers** right from the beginning of the pandemic, the government didn't have to tell us. The country knows that, our families know that and most of all **we** know that.

Please be sure to take advantage of Employee Assistance Program services by calling 1-800-EAP-4-YOU. Your first one hour appointment is free and on the clock. These EAP services are available to you and anyone living in your household during this difficult time. EAP can be accessed 24/7 and counselors are available to discuss your concerns. Please utilize this service as this is a benefit that has been negotiated by the USPS, APWU and the NALC to provide assistance and counseling whenever the need arises.

Please continue to practice social distancing, wearing the protective gloves and masks and staying safe! We will all get through this together!

“Competence means keeping your head in a crisis, sticking with a task even when it seems hopeless, and improvising good solutions to tough problems when every second counts. It encompasses ingenuity, determination and being prepared for anything.”

— Chris Hadfield, Canadian Astronaut



# ST. LOUIS GATEWAY DISTRICT AREAL LOCAL – APWU 8

## PLEASE PARTICIPATE

### YOUR COUNT DOES MATTER



Please take the time and complete the 2020 census online at <https://2020census.gov/en/census-data.html>. The website explains the importance of collecting data. This census affects us all politically and personally. According to the website, “The census provides critical data that lawmakers, business owners, teachers, and many others use to provide daily services, products, and support for you and your community. Every year, billions of dollars in federal funding go to hospitals, fire departments, schools, roads, and other resources based on census data.

The results of the census will also determine the number of seats each state will have in the U.S. House of Representatives, and they are used to draw congressional and state legislative districts.

It’s also in the Constitution: Article 1, Section 2, mandates that the country conduct a count of its population once every 10 years. The 2020 census will mark the 24<sup>th</sup> time that the country has counted its population since 1790.” (<https://2020census.gov/en/census-data.html>, 2019)

United We Stand

# Executive Vice President

By Gene Hollenbeck



In this time of uncertainty, the one thing that is certain is the Postal Service is a vital part of this country. Without the Postal Service those citizens who depend on us to deliver their medications, will go without. For anyone to suggest that the Postal Service is a joke is ridiculous. The Postal Service employs thousands of veterans. Congress left the Postal Service out of the last economic stimulus. That is why we are asking everyone to write to Congress, and ask them to include the Postal Service in the next stimulus package. This is a non-partisan effort to ensure that this pandemic does not destroy the U.S. Postal Service, a true national treasure and a vital part of America's response and eventual recovery from the COVID-19 pandemic.

There is a letter attached that you can copy and send to your congressional members. Please do so and have your family members send one as well. The job you save could be yours.

We all need to go to the post office and buy a sheet

of stamps. If every postal employee bought just one sheet of stamps that would bring in hundreds of thousands of dollars to help keep the service and our jobs viable. Please consider buying some stamps.

During this time we need to be as safe as possible, but we need to be at work so that we can process the mail and make sure that we provide the same standard of service that we have always provided to the American people.

In order to have a better tomorrow, we must do our jobs to the best of our ability today. Come to work, be on time, work together and provide the best service that we can. That doesn't mean work yourself to death to get the mail out. A fair day's work for a fair day's pay. It doesn't matter if you work downtown at the plant or at the priority annex, or a station/branch, or associate office. We all have to make the best of our job.

We are all in this together. **Fighting today for a better tomorrow.**

## 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 more<sup>1</sup>
- Auto loans with low rates and no payments for 90 days<sup>2</sup> (even on refinances!)
- Home equity loans with low rates and no closing costs<sup>3</sup>
- Mortgage loans with competitive rates
- Savings, CDs, money markets and IRAs
- Club accounts for youth, teens and seniors
- And more!

Start saving money and open your accounts and loans online today!



Federally  
Insured By  
NCUA



Additional coverage up to  
\$200,000 provided by  
Excess Share Insurance  
Corporation, a licensed  
insurance company.

314-892-5400

NeighborsCU.org

Downtown • Fenton • Florissant • Hazelwood  
Jennings • South County • St. Peters

**neighbors**  
CREDIT UNION  
Where the grass is greener

<sup>1</sup>Message and data rates may apply from your wireless carrier. <sup>2</sup>Interest will continue to accrue during deferral period. <sup>3</sup>If 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.



# APWU Health Plan COVID-19 Coverage Enhancements

The APWU Health Plan will continue to evaluate benefit enhancements as a result of COVID-19. For the most up-to-date information visit our website at

[www.apwuhp.com/coronavirus-outbreak-update/](http://www.apwuhp.com/coronavirus-outbreak-update/)



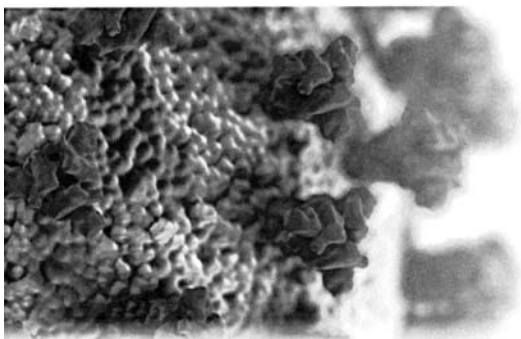
WWW.APWUHP.COM  
(800) 222-2798

## The Health Plan will:

- ✓ Cover in-network inpatient and outpatient care for COVID-19 treatment at **no cost\*** to the member
- ✓ Cover health care provider office visits, urgent care center visits and emergency room visits that result in an order for or administration of a diagnostic test for COVID-19 at **no cost\*** to the member\*\*
- ✓ Cover COVID-19 testing at **no cost\*** to the member when testing is prescribed by a clinical professional, including antibody testing once it becomes widely available
- ✓ Cover telehealth visits at **no cost\*** to member when visits are performed through the Health Plan's telehealth providers:
  - **High Option:** Visits through Amwell are available at [www.amwell.com](http://www.amwell.com) at **no cost\*** to member.
  - **Consumer Driven Option:** Virtual visits through Amwell, Teladoc and Doctor on Demand are available at [www.myuhc.com](http://www.myuhc.com) at **no cost\*** to the member.
- ✓ Cover telehealth visits to network providers at **no cost\*** to member when related to COVID-19
- ✓ Waive inpatient prior authorization requirements related to COVID-19
- ✓ Reminder: Members are encouraged to use mail order for maintenance medications, which provides a 90-day refill and the delivery is free.

\* All deductible, coinsurance and copays will be waived.

\*\* Your provider should be aware of this Families First Coronavirus Response Act and CDC guideline. If you are charged a copay or coinsurance at the time of your visit, you will be reimbursed.



# Contact Your Members of Congress

tell them to include postal funding  
in the next stimulus

VISIT:

[apwu.org/covidletters](http://apwu.org/covidletters)

Now is the time for urgent action to **save the United States Postal Service** from the devastating financial impact this crisis is having on its ability to operate and serve the American people.

Postal workers are essential workers who proudly step up every day and serve the country by processing and delivering the mail, lifesaving medical supplies and prescriptions, critical information from the Centers for Disease Control and Prevention (CDC) and absentee ballots.

## We are calling on Congress to add these provisions in the next stimulus bill:

- One-time funding of at least \$25 billion;
- Funding of the difference between postage revenue and actual operating costs;
- Compensate the USPS for paid sick leave;
- Hazard pay for USPS workers;
- No strings attached for money borrowed by the USPS.

We are asking for everyone's help to ensure that this pandemic does not destroy the U.S. Postal Service, a true national treasure and a vital part of America's response and eventual recovery from the COVID-19 pandemic.

## Tell Congress: Support Our Public Postal Service

As Congress prepares further legislation to address the ongoing COVID-19 crisis, it is crucial to contact all our representatives and urge them to provide the financial support the Postal Service desperately needs.

**To write a letter to your House Representative and Senators, go to: [apwu.org/covidletters](http://apwu.org/covidletters).**

Share this with your friends, family, and co-workers!

**APWU**  
American Postal Workers Union, AFL-CIO

[www.apwu.org](http://www.apwu.org)

Mark Dimondstein, President

Judy Beard, Legislative & Political Director



POST AND DISTRIBUTE

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The Honorable \_\_\_\_\_,

My name is \_\_\_\_\_ and I am a lifelong resident of Missouri. As a constituent, I am writing today with great concern regarding the public Postal Service. Postal workers have been on the frontlines of this crisis acting as a crucial service to people like me who rely on them for the delivery of medicines. As a former postal worker myself I know that these dedicated public servants take pride in what they do to bind our nation together, especially during times of national crisis.

Unfortunately, the Postal Service has been cut out of the federal stimulus funding it needs to operate. With increased costs and decreased revenue, the Postal Service will run out of money by the fall. Not only would this put the jobs of hundreds of thousands of postal workers at risk, it would deter from the economic recovery of the nation.

I am asking you to include funding for the Postal Service in the next stimulus bill. Without funding, we will lose the public Postal Service and its' unique ability to deliver to every address in America, six and sometimes seven days a week. Please respond at your earliest convenience.

Sincerely,

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## White House rejects funding request

# Financial crisis hits Postal Service – future in jeopardy

The economic crisis caused by the impact of the COVID-19 pandemic has not only affected countless businesses but the U.S. Postal Service as well. Due to the pandemic, it is estimated that mail volume and revenue may drop by 50% or more in the coming months. The Postal Service has advised Congress that it will run out of cash by the end of September unless Congress and the administration provide financial assistance to get it through the COVID-19 crisis.

Established in 1775 the year before our country was formed, the post office is one of the few government agencies explicitly authorized by the U.S. Constitution. It is the nation's only truly universal delivery and communications network, connecting 160 million homes and businesses in every corner of the country, six days a week. The USPS, with 640,000 employees, is among the country's largest employers – and the largest civilian employer of veterans.

The Postal Service handles 40% of the world's mail providing American citizens and businesses the most affordable and efficient delivery services. Since the early 80s the USPS has operated without the use of tax dollars, relying solely on revenue generated from postage and other postal products. Survey results released by the Pew Research Center in early April named the Postal Service as the highest rated federal agency with a 91% favorability rating.

Postal services and post offices are particularly critical to rural areas, small towns, the elderly, military veterans and millions of small and medium-sized businesses.

The Postal Service is also essential to the political and cultural life of America, delivering hundreds of millions of magazines and weekly newspapers each year, plus billions of business-related and personal communications. It routinely handles tens of millions of ballots delivered to voters who request absentee ballots or who live in states that conduct elections by mail.

The USPS also plays an important role in the health care system handling 1.2 billion prescription drug shipments a year – that's nearly 4 million every day, six days a week. It also delivers hundreds of millions of lab tests and medical supply shipments. The Postal Service also provides "last-mile" delivery for tens of millions of packages for FedEx, UPS and Amazon. The universal reach of the postal network is invaluable to all Americans, but especially to those in rural, inner city and exurban areas that would not be served if not for the Postal Service.

The \$2.2 trillion Coronavirus Aid, Relief, and Economic Security Act (CARES Act) signed into law on March 27 did not provide support for the USPS as it did for airlines (\$61 billion), private cargo shippers (\$17 billion) and corporations (\$425 billion). The exclusion of the Postal Service in this legis-

lation was due to opposition by the Trump administration and a threat of a presidential veto if the legislation contained financial assistance for the USPS.

The administration's disdain for the Postal Service is not new. The motive behind this funding refusal is the desire for the USPS to fail so it can be privatized. Evidence of this fact can be found in a 2018 White House Office of Management and Budget report titled, "Delivering Government Solutions in the 21<sup>st</sup> Century" calling for the Postal Service to be sold to private corporations. It appears the COVID-19 pandemic is now being used as a means to aid in this effort.

A privatized Postal Service without a universal delivery mandate would be devastating; focusing on profitable areas and either not providing service or charging exorbitant rates in others.

The Postal Service financial problems before the coronavirus pandemic were largely caused by 2006 legislation requiring the USPS to prefund future retiree pension and health benefits 75 years into the future for people not even born yet, instead of on a pay-as-you-go basis as was the practice. This is a requirement no other agency or company is forced to employ. Absent this law the Postal Service would have realized a profit in a majority of the years between 2006 and the present.

Now, with the loss of mail volume and costs increasing, the Postal Service must have support from the next stimulus bill. The pandemic-induced loss of revenue facing the USPS is no less dramatic than for airlines and corporations. The Postal Service needs the same level of assistance provided to those entities.

The postal board of governors comprised of three Republicans and two Democrats has unanimously called upon Congress for \$89 billion in funding to stabilize a service that affects millions of American households and businesses.

Postal workers are in harm's way on the front line of this pandemic continuing to serve the American public. Postmaster General Megan Brennan said during an appeal for funding that postal workers "provide an essential public service and bind the nation together." As of this writing, over 1,200 postal workers have tested positive for coronavirus, thousands are quarantined and 44 have died.

The Postal Service, held in high regard by the public, is a national treasure providing a vital service for the past 245 years. In order to save it, all of us; Democrats, Republicans, Independents must stand together and demand that Washington protect it, not dismantle it.

Action is urgently needed! Please contact your congressional representatives and urge them to support funding for the Postal Service in the next stimulus bill. Further material addressing this issue, including congressional contact information is available on the website [usmailnotforsale.org](http://usmailnotforsale.org).



# Secretary-Treasurer Report

By *Robbie Robertson*



## Due to Covid-19 Pandemic, the National Executive Board Votes to Postpone 25<sup>th</sup> Biennial National Convention

**H**ello my brothers and sisters, I pray all is well in everyone’s households during this COVID-19 pandemic. Special thanks to all my brothers and sisters who report to work diligently to provide for their families and keep the mail processed to our customers. Please be safe and stay encouraged. This too shall pass. Also, please go on the [www.apwu.org](http://www.apwu.org) website. Then sign and share the information with your family, friends, and social media in reference to saving the Postal Service.

### “Tell Congress Members to Support our Public Postal Service During this Crisis”

[www.apwu.org](http://www.apwu.org)

As secretary-treasurer, I am notifying our local the 25<sup>th</sup> Biennial National Convention was postponed. According to the local constitution the following delegates will represent the St. Louis Gateway District Area Local once the National Convention has been rescheduled.

#### Executive Board, Automatic Delegates

- Rebecca Livingston, President
- Gene Hollenbeck, Executive Vice President
- Robin Robertson, Secretary-Treasurer
- David Childers, Industrial Relations Director
- Shelia Patton-Harris, Editor in Chief
- Claudella Suggs, Sergeant at Arms
- Dean Hathaway, Research and Education Director
- Bill Brady, Clerk Craft Director
- Bobby Riehl, MV Craft Director
- Chris Wilkinson, Maintenance Craft Director
- Janis Dumas, Support Services Director
- Melanie Brown, Associate Office Director

#### Clerk Craft Delegates

- Kimberly Calmese
- April Johnson
- Robin McCurry
- Christine Smith
- Wendy Smith-Scales

#### Motor Vehicle Delegate

- Paul Reid

#### Support Services Delegates

- Carolyn Driver
- Mia Smith

#### Associate Office Delegate

- Cindy Grommett

#### Maintenance Craft Delegate

- None

According to our local constitution, we have the opportunity to send 14-16 delegates within all four crafts excluding the 12 executive board members. The member(s) will need to meet all the criteria’s listed in the local constitution. The local constitution is provided electronically on the [www.stlouisapwu.org](http://www.stlouisapwu.org) website. Representing your craft starts with you. Let’s stop blaming others and assist one another. Report unsafe practices to your steward and/or complete a PS 1767. Cyber hug and until we meet again.





Editor's

By Shelia Patton-Harris




## We Are All Heroes

No we don't wear capes. We don't leap over tall buildings with a single bound. Bullets don't bounce off our chests. But, postal workers are still heroes. Rain, sleet, snow or the COVID-19 virus will not stop us from completing our appointed rounds.

Sure, medical personnel, first responders, store clerks, and others have been declared heroes. They risk their lives to come to work and provide essential services. This country owes them a debt of gratitude that cannot be repaid to these brave men and women. Postal workers, clerks, drivers, mail handlers, carriers and the rest, come in and get the mail out. While other workers had

to shelter in place, we came in. We don't have social distancing in many cases, sometimes working shoulder to shoulder with our co-workers. Yet, we still show up. And we deliver.

Our service binds the nation together. We reach every household. We even deliver to the Native Americans who live in the Grand Canyon. This is accomplished by mule train. We delivered after Hurricane Katrina. Floods, tornadoes, storms and snow, we soldiered on with very little thanks. Amazon acts as if they are the only ones solving problems and getting the job done. The COVID-19 pandemic will not change our mission.

In this time of fear and confusion, the Postal Service has remained a bea-

con of stability. You may not be able to get your hair cut or your nails done but you can still count on the Postal Service to deliver vital medications, cards, letters, bills, and magazines to your door, six days a week.

Pat yourself on the back and take a bow. We are a very essential service and we should be proud of the services we provide.

Having been a first responder, both as a paramedic and as a firefighter, I know how much a simple thank you can mean. Whenever the news media thanks the other heroes for their dedication and selfless call to duty, we can hold our heads high and bask in the glow because we are heroes too.

## Associate Office Director's Report

By Melani Brown

Greeting members. There are so many things going on in the world that I don't know where to start. After many long months we finally have a signed contract.

We received three contractual raises, 1.3% effective November 24, 2018, 1.1% effective November 23, 2019 (these are both retroactive raises) and 1% effective November 21, 2020. We were also awarded five COLA raises. The first two are retroactive going back to August 2019.

We were able to keep our no layoff protection after six years. The USPS wanted to raise the time limits for no layoff protection to 15 years. This is a huge win for us considering the state of things right now.

The PSE cap remained the same, which is good when you take into consideration that just about every time someone retires, the USPS tries to revert those bids. The PSEs were given further compensation in this contract with larger pay increases (PSEs do not get COLA raises). The union also fought against a third pay tier for the PSEs which would have put future new hires into an even lower pay rate. The union negotiated a couple of additional step increase for PSEs who are in that second pay

tier to bring them closer to what the rest of us make. There will be a one-time PSE conversion for PSEs with 30 months or more of service in offices with 125 work years and larger. The PSEs must have had 30 months at the time the contract was signed on March 11, 2020.

There were some increases in uniform allowance which should be reflected on your 2020 allowance. The increase is 5% so be sure to check to see if your allowance has been updated.

The Union and management has established a joint task force to address hostile work environments. This is a good thing as the fewer employees that we have to do the job, the more frustrated we will all become.

For the first time pregnancy has been included in the Non-Discrimination language of the CBA.

This is just a few highlights of the new contract. Details of the contract can be found on our nation website at [apwu.org](http://apwu.org). If I can answer any questions or be of further assistance, please do not hesitate to call me at the hall @ 314-231-7665 or on my union phone @ 314-3376717. In solidarity!



**WWW.FEFA.ORG/CLASSES | EMAIL: INFO@FEFA.ORG | TEXT TO RSVP: (202) 952 - 6600**



**FEFA IS HAPPY TO BE A RETIREMENT RESOURCE FOR STL GATEWAY DISTRICT AREA LOCAL. DUE TO COVID-19, WE WERE FORCED TO CANCEL OUR SPRING SEMINARS. THAT SAID, WE KNOW THAT A LOT OF PEOPLE NEED INFORMATION AND HELP WITH RETIREMENT PLANNING NOW MORE THAN EVER. THEREFORE, WE ARE PLEASED TO ANNOUNCE THAT FEFA WILL BE OFFERING ONLINE RETIREMENT CLASSES AT NO COST. THERE ARE SEVERAL DIFFERENT CLASSES EACH WITH THEIR UNIQUE CONTENT AND LENGTH INCLUDING BUT NOT LIMITED TO:**

- **FERS RETIREMENT PLANNING**
- **CSRS RETIREMENT PLANNING**
- **THE SECURE ACT**
- **THE RETIREMENT PROCESS**
- **VETERAN BENEFITS**
- **FINANCIAL STRATEGY**
- **LEGACY PLANNING**
- **MILITARY BUYBACK**



## **FEFA'S WEBINAR INFO**

Each of our classes have a limited amount of space but we will try to run enough classes so that everyone gets the information he or she is seeking (and hopefully a good bit more as well).

Please make sure to have a pay stub and basic TSP information available, as this helps with the class. If you do not wish to or cannot attend an online class, you are welcome to reach out to Marie Ackerman at (202) 858 - 3332 to schedule an appointment to walk through everything over the phone.

**For a list of upcoming webinars, please visit [www.fefa.org/classes](http://www.fefa.org/classes) and choose the class that you would like to RSVP for. You can also text (202) 952 - 6600 and we will respond with a link to our list of upcoming classes.**

**WWW.FEFA.ORG/CLASSES | EMAIL: INFO@FEFA.ORG | TEXT TO RSVP: (202) 952 - 6600**

# We Have a New Contract

## Length of Contract

Three years: September 21, 2018, to September 20, 2021

## Career Employee General Wage Increases

- Three annual general wage increases totaling 3.4% over the life of the agreement.
- 1.3% effective November 24, 2018 (Retroactive)
- 1.1% effective November 23, 2019 (Retroactive)
- 1% effective November 21, 2020

## Cost of Living Adjustments (COLA)

- \$624 or \$.30/hour COLA will be applied retroactive August 31, 2019
- \$166 or \$.08/hour COLA will be applied retroactive to February 29, 2020
- Future COLAs will be applied in September 2020, March 2021 and September 2021
- COLAs to date add \$790 annually or \$0.38 per hour to base pay.

The APWU is now the only postal union that has protected and maintained full COLA. Management pushed, but failed, to convert COLAs into a one-time lump-sum payment.

## Increased Compensation-General Wage plus COLA Increases

Adding the 3.4% in general wage increases plus the known COLAs, compensation for a level 6 Step O employee will increase \$2,855 over the life of the agreement. With three additional COLA increases, the total increases over the life of the agreement will likely come to \$3,600 annually, an increase of about \$1.75 per hour. In addition, those not yet at the top set of the lower career wage scale will gain new step increases with each step representing an approximate \$.50/hour raise.

## Step Increases

APWU argued for the return of higher steps to the lower tier schedule. In response, arbitrator Goldberg narrowed the gap in the two-tier career pay schedules by adding additional top steps in Grades 5-8 for employees hired after May 23, 2011. (There is no lower tier for Grades 9 and above).

- Grade 5: On additional top step increase (Step K)
- Grades 6-7: Two additional top step increases (Step K & L)

- Grade 8: Two additional step increases (Step L & M)
- Depending on grade, each additional step increase approximates \$1,000 per year based on full-time straight-time hours of work.

## PSE Wage Increases

Since PSEs do not receive COLAs, they receive larger annual general increases:

- 2.3% effective November 24, 2018 (retroactive)
- 2.1% effective November 23, 2019 (retroactive)
- 2.0% effective November 21, 2020

## PSEs will receive an additional \$.40 per hour raise as follows:

- \$.20 per hour effective May 23, 2020, and
- \$.20 per hour effective May 22, 2021.

Over the life of the agreement a Level 6 PSE pay will rise from \$17.19 to \$18.69 per hour.

## No Lay-off & Job Security Protections

- The no lay-off protections of Article 6 for career employees with more than six years of service remain unchanged. Management argued for increasing the six years to 15 years for current employees with no protection for future hires.
- In addition, no lay-off protection is extended for the life of the agreement to all career employees on the rolls as of the date of this award who have not yet qualified for protection under the six year rule.
- A ban on subcontracting of any existing PVS driving work during the life of the contract.
- No employee can be excessed out of an installation beyond a 50-mile radius.

## Career Employee Health Benefits

The FEHB Health Plans and benefits remain in effect for career employees.

- No change in employee share of premiums in 2019 and 2020.
- In 2021, the USPS contribution level for health premiums will be reduced from 73% to 72% and remain the same in 2022. 72% is the share federal agencies pay for federal employees and the Postal Service pays for annuitants and EAS employees. This 1% shift represents a cost to an employee of between \$75 and \$165 per year depending upon health plan options.

- The USPS contribution level of 95% of the weighted average to the APWU Consumer Driven Health Plan option will remain in effect for 2021 and 2022.

**PSE Health Benefits**

Improvements in USPS payments of PSE health insurance premiums gained in a June 13, 2018, grievance settlement will be incorporated into the Collective Bargaining Agreement. Specifically, the Postal Service will make a bi-weekly contribution equal to 65% of the total premium in the USPS non-career health care plan for either self plus one or family coverage during a PSE’s initial year of PSE employment. And thereafter 75% of the total premium for either self plus one or family coverage. PSE share of premiums can be made on a pre-tax basis. The Postal Service will continue to contribute 75% of the total premium for PSEs electing the APWU Consumer Driven Plan in FEHB.

**Workforce Structure**

- One-time PSE conversions: All PSEs in 125 year and larger offices with 30 months or more of service in the installation as of the date of the award will be converted to career. Over 4,000 PSEs will be converted under this provision within 60 days of the award.
- Maintenance will remain an all-career workforce.
- MVS will remain an all-career workforce, and maintain the exception that PSEs may be hired to perform some of any “new work” returned to the bargaining unit.
- No increase in PSE percentages in the clerk craft.  
APWU is now the only postal union that has not increased non-career percentages.

**Uniform & Work Clothes Allowance for Eligible Employees**

- 5% increase in the uniform and work clothes allowance in 2020.
- 2.5% increase in allowances in 2021.
- Compression socks, gloves and overalls will be covered as an available item for purchase.
- Full uniform allowances for eligible clerk PSEs will now be incorporated into the CBA. Similarly, any “new work” MVS PSE meeting eligibility requirements would be entitled to a full uniform.

**Work Environment**

- The union and management established a joint task force to address hostile work environments.

**Work Rules**

- For the first time, pregnancy is now included in the non-discrimination language of the CBA.
- The Filling of Residual Jobs Memo, which since March 2014, had led to 70,000 PSE conversions to career, continues in full force.
- Arbitrator Goldberg reaffirmed that custodial positions should be fully staffed. However, he changed under certain conditions what hours apply in calculating “Line H” violations of staffing. Hours associated with long-term absences and excessing events can be exempted from calculations when fully staffed.
- Improvements in maintenance training selection.
- PSE overtime rules from a June 13, 2018, settlement will be incorporated into the CBA; specifically, time and one-half after eight hours of work in a day and double time over 10 hours in a day or 56 hours in a week.
- Small Office Local Memorandum of Understanding is renewed.

The union and management are meeting to determine the exact dates when the new pay rates will be reflected in the paychecks and the date when workers will receive the back pay retroactive checks.

The national APWU will be printing and mailing an updated version of the new union contract to every member as soon as possible.





## Taking Leave During Covid-19

**E**ffective April 1, 2020, the Families First Coronavirus Response Act (FFCRA) provides employees with two additional types of leave. These new leave entitlements are in addition to leave you are already entitled to under the Employee and Labor Relations Manual (ELM) and any applicable Memorandum of Understanding (MOU).

As a postal employee, you have certain rights under the Families First Coronavirus Response Act recently signed into law. These provisions will apply from April 1 through the end of the year.

### Emergency Sick Leave (Up to 80 Hours)

Employees are eligible to use up to 80 hours of emergency paid sick leave based on average number of hours worked in a two-week period. This leave is available to both career and non-career employees regardless of tenure. The reasons for which an employee may use emergency sick leave include:

- To comply with a federal, state, or local quarantine order related to COVID-19, or to care for someone who is:
- To self-quarantine based on a health care provider's advice, or care for someone who has been advised to self-quarantine, related to COVID-19;
- To seek medical care related to symptoms of COVID-19 and obtain a medical diagnosis;
- To care for his or her child whose school or place of care is closed (or child care provider is unavailable due to COVID-19 related reasons).

There are pay rate limitations associated with this leave type; please go to Lite Blue to get more details.



### Family Medical Leave Act Expansion

Employees may also use Family Medical Leave Act (FMLA) to care for children under age 18 whose school or place of care is closed due to COVID-19. This entitlement is available to career and non-career employees after 30 days of employment.

- As with other qualifying reasons, an employee who is eligible for this type of leave can take up to 12 weeks of FMLA protected leave in a calendar year. If an employee has already exhausted all 12 weeks for a different qualifying reason, no additional FMLA leave is provided under this act.
- The first two weeks of this leave are unpaid, unless an employee chooses to substitute other types of paid leave.
- The following 10 weeks will be paid leave at two-thirds of an employee's normal pay, but in no event more than \$200 a day, or \$10,000 in the aggregate.

Both leave entitlements types can be used sequentially to avoid two weeks of unpaid leave if employees elect to do so.


This legislation is meant to ensure that workers are not forced to choose between their paychecks and the public health measures needed to combat the COVID-19 virus.

Additional details about the act's provisions and other COVID-19 information can be found on the special COVID-19 pages of Lite Blue. For additional questions please contact the HR Shared Service Center at 1-877-477-3273 and select Option 5.





- |                       |                      |
|-----------------------|----------------------|
| Bonner, Richard       | Jordan, Carlos       |
| Lidell, Allen         | Bracy, Michel        |
| Nguyen, John          | Bruce, Justin        |
| Norman, William       | Fox, Andre           |
| Rucker, Donnell       | Coleman, Anthony     |
| Turnquist, Nicole     | Hubbard, Ashley      |
| Webb, Vincent         | Franklin, Sandra     |
| Ponsuwanna, Jantaporn | House, Johnnie       |
| Bynum, Sebreshanna    | Nesbitt, Lisa        |
| Dykes, Brooke         | Cunningham, Nicholas |
| Martin, Johnna        | Harris, Phillip      |
| Schaffer, Ranisha     | Hill, Aundriell      |
| Crawford, Glynn       | Williams, Tara       |
| Ross, Jayda           | Sumrall, Sherry      |
| Bell, Sheneka         | Alexander, Chadwick  |
| Thomas, Richard       | Lacey, Lacey         |



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

Donnell Rucker Jr. (Support Services)  
**Donnell Rucker Sr. (father)**

Bretina Harris (Support Services)  
**Andre L. Harris (husband)**

**Marvin King**  
MVS

**Maurice Boyd**  
MVS

## The Family Day Picnic Has Been Postponed



Due to the COVID-19 pandemic, and the uncertainty that it has caused, the Family Day Picnic has been postponed. Updates to future dates will be posted in the Press On. Sorry for any inconvenience this may cause.

## Attention!!!

All debt collection notices will be sent directly to employee's address of record, and will serve as the official notification. Debt collection will begin automatically after 60 days unless there is a grievance or judicial hearing that requires the rule to be held in abeyance.

This means you will no longer receive notification from your supervisor concerning a debt. If you receive notification in the mail, please ask for a shop steward to file a grievance or the debt collection will start automatically in 60 days.



CONGRATULATIONS  
*Graduates*  
CLASS OF  
2020



St. Louis Gateway APWU  
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## Press On

Official publication of the St. Louis Gateway District Area Local of the American Postal Workers Union, AFL-CIO published bimonthly. Opinions expressed do not necessarily reflect the views of the editor of the local. All articles submitted for publication are subject to editing.

**Shelia Patton-Harris ... Editor**  
PROUD MEMBER  
POSTAL PRESS ASSOCIATION

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**St. Louis, MO 63104**  
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After Hours (314) 810-4099

**Office Hours**  
Monday-Friday: 8 a.m. - 5 p.m.

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

## GATEWAY LOCAL CALENDAR

May 3 (Sunday) General Membership Meeting (3 p.m.)  
May 18 (Monday) Steward Training (9 a.m. & 6 p.m.)  
**May 25 (Monday) Memorial Day Holiday**

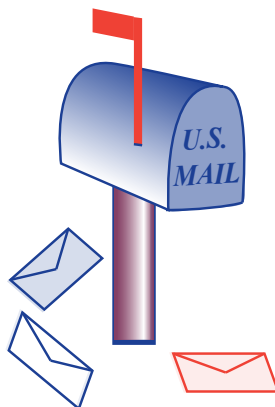
June 10 (Wednesday) Executive Board Meeting (2 p.m.)  
June 13 (Saturday) General Membership Meeting (9:30 a.m.)  
June 15 (Monday) Steward Training (9 a.m. & 6 p.m.)

**July 4 (Saturday) Independence Day Holiday**  
July 8 (Wednesday) Executive Board Meeting (2 p.m.)

No general membership meeting in July  
July 13 (Monday) Steward 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.