



# 2016 - An Important Year

*By Frederick Wolfmeyer, President*

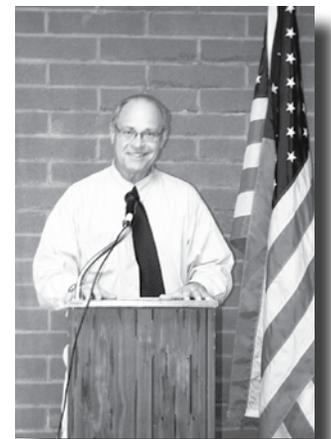
This year will be an important year for all postal workers and America as a whole. Why? It is an election year. First of all, there will be a general election for president and most of the House is up for election as well as several seats in the Senate. Now I cannot tell you who to vote for, but I can recommend that you vote for those candidates who support keeping the Postal Service as a viable entity, and who are supportive of organized labor. Many of those in Congress are supportive of the Postal Service and recognize there is need for reasonable and sensible reform. However, there are those in Congress who seek to privatize the service simply because they want to eliminate the unionized workforce. They are by no means friendly to organized labor.

The candidates elected to office this year will make decisions on many important issues besides postal reform. There is the war in Afghanistan and Iraq. Should more ground troops be sent back to that area of the world or not? There are presidential hopefuls campaigning on this issue as I write this article. They want to sound tough and mean so they tell the American people that they will send 10, 20, 30, or 40,000 troops to go find and kill ISIS. They want to carpet bomb the entire region with no regard for civilian life. These are dangerous people and we must do our homework and think carefully of the possible consequences before we give them our vote.

Social Security is another issue that is in the forefront. The same people I just mentioned will be handling domestic issues too and Social Security is one of them. The current speaker of the House wants to privatize it despite proof that this will not be a good decision. Remember, Social Security is not paid for by the government. The money

for this program comes from your paycheck and mine and is matched by the employer. This is why there is such pressure to privatize and move to 401-k programs or employee stock option plans. Under these plans, the employee can be made to bear the full burden of contributions or the company only has to match a certain percentage of employee contributions, unlike Social Security where the employer must match dollar for dollar up to the yearly cap. It is easy to see why large profit/greed driven corporations would prefer self-contributory pension plans like these instead of Social Security. Because of this desire to have the employee bear the yeoman's share of pension contributions, large corporations (many of which pay little or no income tax), lobby elected officials to pass legislation to privatize Social Security. This idea of privatization is circulating in Congress right now and could become a reality. Looking back at how the big banks and investment firms on Wall Street lost the investments of thousands of people and had to be bailed out by the government, we should think twice about trusting them again. Most of this money was the hard-earned money that the average person planned to use for retirement and these financial giants played with it, partied with it, and cheated average Joe and Jane until all was lost. Would you now trust your money to these same banks and investment firms to invest? That is what will happen with privatization of Social Security.

Another issue dealing with Social Security is the age at



which you can start receiving benefits. Currently a person can retire with full benefits at age 66 (reduced benefits at 62), but there are those in Congress who want to raise the retirement age to 70 or higher. This is unfair to those workers who have paid into this fund their entire career and are planning to retire at age 66. Senators and House representatives retire with over \$100,000 per year for life, why do they want to make Average Joe or Jane work another four years for a couple of extra dollars a month? I checked my own benefits and if I work until age 70 instead of retiring at 66, I will receive an extra \$450 per month, **if I live to age 70**. Too many in Congress are beholding to big money instead of working for the average citizen of the United States and when congressmen get over \$100,000 per year for their retirement, it is easy to forget about average Joe or Jane.

Tax cuts for the rich or as some see it, “trickle down economics” has been proven to not work. There are those in Congress who still believe that tax cuts for the rich will result in “job creation” and they are dead wrong. Oh, there is some job creation, but it is not in the United States but rather in China, Indonesia, or some third-world country where workers’ wages are only a few cents per hour. The cheaper the labor, the higher the profit and there are no taxes to be paid; no retirement plan; no health insurance premiums. This all translates into oppressed workers performing the work that has been moved out of this country resulting in plant closures and layoffs. Now explain how that is good for

the American middle-class. We have congressmen growing “fat” on this kind of legislation and it comes at a very high price and that is the destruction of the American worker.

Another issue of importance is “pay check protection” or as most call it, “paycheck deception.” This is where legislation is passed that will not allow payroll deduction of union dues. It is supposed to protect workers’ wages from being used to fund political campaigns or issues with which they do not agree. This is a redundant effort because the Department of Labor monitors all unions and the rules expressly forbid this practice. In fact, all labor unions must file a detailed report every year showing exactly where their money comes from and how it is spent. Our local completes an LM-2 report each year on March 31 detailing salaries, general expenses etc. The local cannot use general funds for any political purpose.

One last issue is “right to work.” Brothers and sisters, this was vetoed by our governor but is already back on the slate in the state legislature. This legislation is bad for organized labor, bad for Missouri, and bad for you. I will be asking you all to help defeat this measure again this year and I hope all of you will help in any way you can.

In summary, how can we stop all of this or some part of it? We can vote. We must vote. Vote for those candidates who support organized labor and in particular those who support the same Postal Service positions that we support. **Vote!**

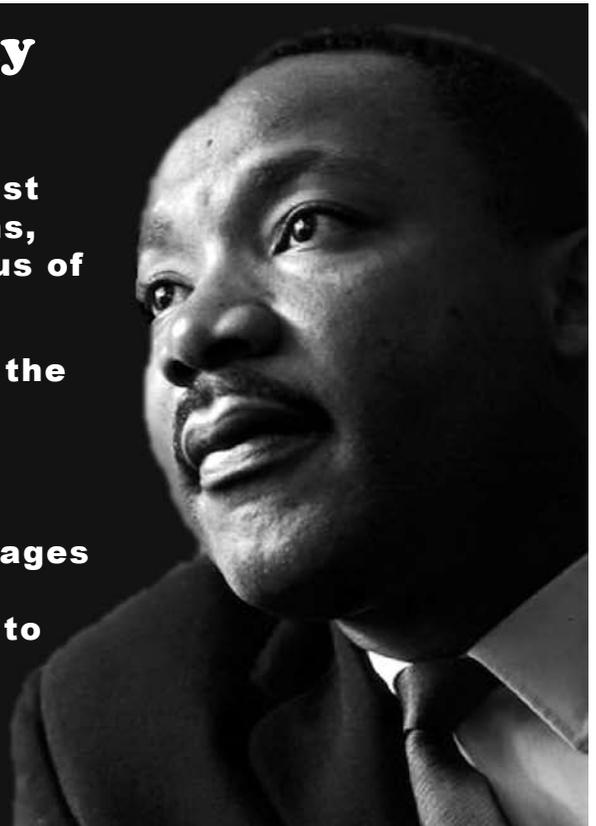
## Martin Luther King Jr. Day January 18, 2016

**In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as “right to work.” It is a law to rob us of our civil rights and job rights.**

**Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone.**

**Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote.**

— Martin Luther King Jr.



# From the Desk of the Executive Vice President

By Gene Hollenbeck



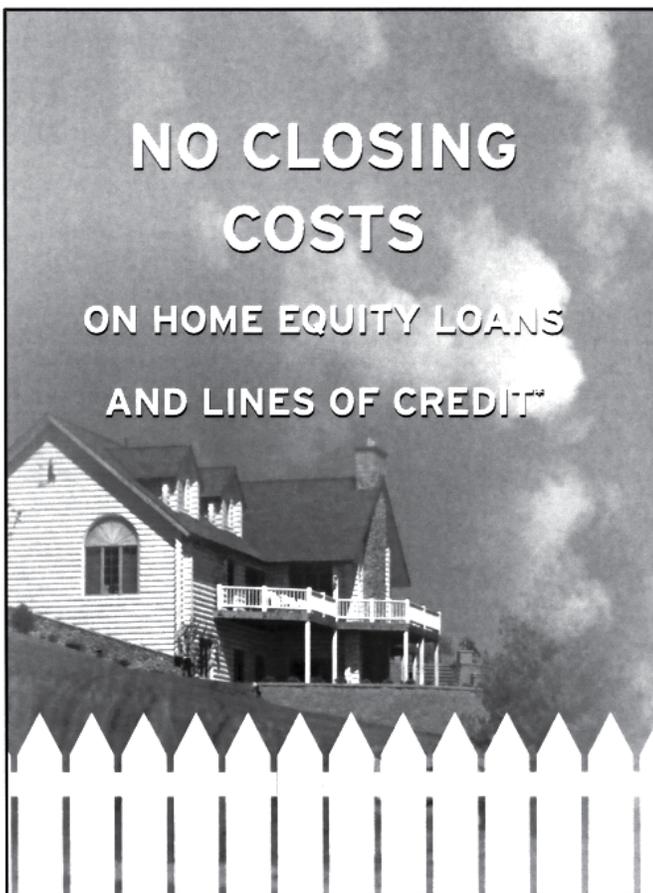
First, let me wish each of you a very happy new year. I hope that your holidays were filled with peace, joy and family. Please remember our servicemen and women who were not able to be home for the holidays.

It is now the new year and we are still working on getting more PSEs converted to career.

I have just received the conversion letters for 28 newly converted FTRs. I would like to congratulate these new career employees. These employees were converted on December 26, 2015. For those of you who were converted, we will request another orientation so that we will be able to address your additional benefits. Once again, management failed to notify the union until after the conversions took place and only after we asked about when we would get the conversions that we had talked about.

We still have unassigned FTRs that need to be preffed into assignments. The pref sheets were sent out and some of the unassigned did not state a preference for a job. They will be drafted into a position based on their seniority. This normally takes place on the first day of a pay period, which could be January 9 or January 23, 2016. If you are one of the unassigned who is drafted into a position, please notify the union when you receive your placement letter.

There is nothing new about the contract. We are preparing to go to arbitration. Watch our website and the workroom floor edition of the *Press On* for any news about the contract.



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# General Membership Highlights

By Robin Robertson



**G**reetings my brothers and sisters. I pray all is well in everyone's household. Below are the November and December highlights from the general membership meetings for St. Louis Gateway District Area Local. Make **2016 your** year for participation.

## President Wolfmeyer

The St. Louis Gateway District Area Local has been able to successfully convert PSEs with no help from the national. President Wolfmeyer and Vice President Gene Hollenbeck consistently monitor the residuals and vacancies within the district. As of today, St. Louis Gateway District has converted approximately 125 PSEs.

## Executive Vice President Report

The union is still having issues with conversion of PSEs. The issue is how management wants to calculate the number of residual bids available for conversion. Of course, the union residual bids are more numerous than management's numbers.

## Secretary-Treasurer Report

November and December secretary-treasurer's reports were presented at the executive board meeting and general membership meeting. New computers were purchased for director's office and steward's computer (union hall), clerk's booth and maintenance booth.

## Research and Education Report

Research and education director announced she will be conducting new steward training starting Feb. 2 on Tuesday and Thursday from 9-11 a.m. and 6-8 p.m. at the Union Hall. Regular steward training will be the Monday following general membership meeting at 9 a.m. and 6 p.m. at the Union Hall.

## Industrial Relations Report

Industrial relation director reported the holiday clerk assistants hired for the holidays were retired postal employees. The union is not aware how the post office made the call-back selections.

## Clerk Craft Director Report

Clerk Craft Director Earl Staats reported the holiday schedule management had proposed involved drafting 100

percent. After much debate, management backed off. Vacation selections are underway. Even though Director Staats is retired, he is actively working on Step 2's with management.

## Maintenance Craft Director Report

Maintenance craft is still fighting many different issues pertaining to TL 5, TL 3, and utilizing 90 percent of custodial hours per station. Management seems to be not maintaining and scheduling the PSEs throughout the station and branches properly. Maintenance Director Nanna continues to ensure that the stewards are working diligently and making sure their due diligence is being documented for different grievances. Maintenance is currently looking for new steward to shadow the seasoned stewards since a few are ready for retirement (☺).

## MVS Craft Director Report

MVS craft director reported, "Management told the union that the contractors will be paid \$60 per hour. After receiving the signed contract, the post office is actually paying \$185 per hour for the contractors. Management was sending craft employees home and allowing the contractors to pull the Z trailers to the St. Louis priority facility." The union has established the "due consideration papers" doesn't mean anything to management. The union will file grievances to make sure the OTDL drivers receive the correct pay.

## Support Services Craft Director Report

Thank you for our visitors Mia Hall and Mark Moore. Support Services Director Orlando Anderson has been traveling back and forth to D.C. to discuss contract issues. The director is unable to go into detail right now but the monetary discussions will probably **not** move forward until the main table contract has been established. Support services usually follows on the main table (APWU) COLA and pay increases.

## Door Prizes

The \$50 door prize was won by Christopher Thomas (VMF craft), and Paul Reid (MVS craft). The COPA 50/50 drawing was won by Charles Kopertskyi (maintenance craft).



Editor's

By Shelia Patton-Harris



Corner

**H**appy new year to one and all. Hope you had a great holiday and may 2016 find you happy, prosperous and healthy.

Since this is the start of the new year, here are a few tips that you may find helpful, especially the newer employees.

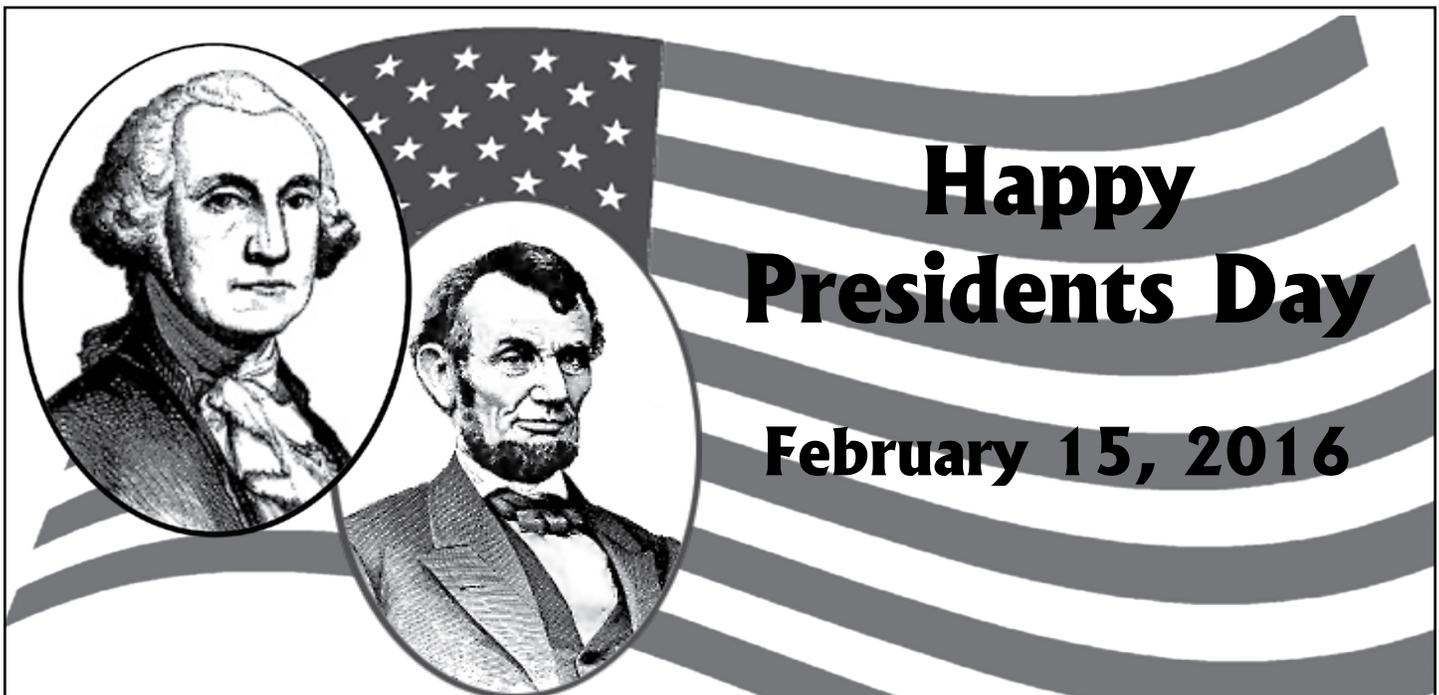
Get a pocket calendar with a space for each day. You will also need two file folders. Get into the habit of recording your work activities, your absences, and any overtime you work in the pocket calendar. Any correspondence you receive from the Postal Service should go in one of the file folders and your paycheck stubs should go into the other. This will prove invaluable if a question comes up about a day six months from now. You will have your trusty calendar to remind you. This will help to verify your work hours, your leave, and any other problems you might encounter on a particular day.

Contract negotiations are going slowly. Both sides are picking an arbitrator. The arbitrator will decide our fate when it comes to the new contract. We are hoping for the best, but this is the time that the union needs all of your support. We will have to work under the conditions the arbitrator decides on. Until the arbitrator is set, there is very little to report on the new contract.

This will be a difficult year for the Postal Service. With it being an election year, we as a group have to examine very carefully the candidates. We need to cast our support behind those who have our best interest at heart, regardless of the party. Candidates elected during this year will play a major part in the future of the post office. Don't take this lightly. Many of those in power wish to see the Postal Service privatized. This would mean the end of the post office as we know it. Younger employees need to pay particular attention. Most of us older employees will be gone in a few years and we hope to be able to turn the service over to you. That is if we have a Postal Service.

There will be many activities that the local will sponsor in the coming year. Your participation is vital. There is strength in numbers. The more people who come out and join us, the stronger our position. We want to demonstrate to the powers that be, that we will not be taken lightly and that we are a force to be reckoned with.

As a new year's resolution, try to attend at least one union meeting in 2016. Decisions concerning your future and the direction of the local are made at these meetings. If you have a problem or question, you are free to ask at these meetings. This is your union and it would be against your best interest not to participate.



# Associate Office Report

By *Becky Livingston, Associate Office Steward*



**H**appy new year, everyone! I hope everyone had a wonderful Christmas and will have an even more wonderful new year! I was able to meet our new members during my Christmas cookie delivery runs and it was great to finally see some of the new offices we have in the St. Louis Gateway District. We now represent 74 post offices within the Gateway District and I am pleased to say that 90 percent of the clerks are members. We appreciate the members who have stood by their union and supported the idea that we are all in this together! I truly believe that there is strength in numbers.

We all know that the APWU was not able to reach a settlement on our collective bargaining agreement and are now headed to binding arbitration. I have had a lot of questions regarding where we are, but there really has not been anything new. Both sides are now selecting arbitrators. This is a very important part of the process because what is decided is what we will have to live with. I know that a lot of folks were not happy with the last contract. The PSE (postal support employee) and the NTFT bid assignment (non-traditional full time) are just an example of some of the most misunderstood positions that were negotiated in the last contract.

The postal support employees are an important part of the Postal Service. I have been getting complaints from career employees because PSEs are coming in and taking their jobs. That would be incorrect. PSEs were hired to eliminate overtime and to cover absences due to vacations and illnesses. PSEs were never supposed to work 50 to 60 hours a week, but until the last year there was over 150 residual bids that had not been filled. This was why

we thought the PSEs were working so many hours. Now with the success of having so many PSEs converted to career to fill these residual bids, we still see PSEs working a lot of hours. We are attempting to establish new bids through the grievance process, but even with all of the hours PSEs are working, every time someone vacates a bid or retires, the union receives a notice of reversion letter from a manager or postmaster. A true reversion of a position would mean that the work has gone away. President Wolfmeyer just received a notice of reversion letter from a Level 22 post office that stated they were going to revert a relief bid. I immediately asked the clerk that had vacated that bid what she had been doing for the last few years if that job is no longer needed. Oh, that's right; the FTR clerks still have non-scheduled days but the MPOO and the postmaster think that a PSE is going to fill that bid assignment. This is just an example of what is going on in the Gateway District. We have filed grievances on these improper reversions and will continue to do so. But please keep in mind this is not the PSE's fault. They are the new employees of the Postal Service just like we were many years ago. They are just following instructions. The U.S. Postal Service and the APWU went to arbitration to actually interpret the filling of the residual bids. There is a pecking order that is followed and some of the PSEs worked for over three years before they were converted, however, there are some PSEs in the associate offices that only worked two weeks as a PSE before they became career. Some became PTFs but some became FTRs. These folks deserve these career opportunities that will benefit them and their families.

I have been telling everyone for years that when the Postal Service fi-

nally starts to fill residual bids and use PSEs, as they were intended, the overtime would go away. Well, the time is here. Because of the holidays the overtime opportunities have been there, but after the first of the year I believe the overtime will be eliminated except for emergencies. The days of working your non-scheduled day every week for years at a time are over. Please remember this is not the PSE's fault.

Please welcome the PSEs to the Postal Service. Surely you can remember what it was like to be the new employee. Excited, nervous, overwhelmed, intimidated, this is the U.S. Postal Service you know! These are just a few of the feelings that come to mind. Work with them, mentor them, and teach them everything you know.

We all know that the clerks run these associate offices. Postmasters and supervisors can go on vacations or details or take over running two or three offices and only drop by once in a while and the office is very well managed. Thank you, thank you, and thank you! This just confirms what the union has been trying to say all along. More and more associate offices should be RMPOs (remote post offices) staffed with NTFT duty assignment clerks managed by a postmaster at the APO (Administrative Post Office). The union is hearing that the post office is taking notice of the great job our clerks are doing in the Level 6 post offices and that the postmasters in the remaining smaller offices are truly not needed. This is great news for the APWU! More great jobs for well deserving clerks! I predict that 2016 will be a great new year for the APWU!



**HAPPY NEW YEAR!** Let's go into the new year focusing on what's best for the union, local, and the community. Every organization faces different issues. It's up to us to fight for those issues. Let us walk into the new year with new perspectives, new ideas, new strategies, new backbone, new eyes, new ears, and definitely a new direction. The next chapter starts with you! We need everyone to participate. You don't have to be a steward or an officer to be active in the local. In 2016 we will have several community projects sponsored by **P.O.W.E.R (Post Office Women Equal Rights)**. Please participate and donate your time and expertise.

St. Louis Gateway District Area Local is affiliated with several different organizations throughout the Gateway Region such as: A. Philip Randolph Institute (St. Louis Chapter), Coalition Black Trade Union (CTBU), Coalition of Labor Union Women (CLUW), Missouri AFL-CIO, Missouri Postal Workers Union (APWU), St. Louis Focus CORO, St. Louis Labor and Tribune, St. Louis Labor Council, and many more.

**NEW BEGINNINGS, NEW DIRECTION, NEW STRATEGIES**



**T**he late Charles W. Liddell was a long-time union steward on Tour 3 and also served a term as assistant director of the clerk craft. Those who might not remember him may have heard of his late wife and son, Minnie and Craton Liddell.

Craton Liddell's life became a legacy as a result of a lawsuit filed in his name by his mother, Mrs. Minnie Liddell. Mrs. Liddell filed the suit because she wanted her son to have the right to attend his neighborhood school — Yeatman Elementary School. The 1972 lawsuit *Liddell v. Board of Education of St. Louis*, paved the way for implementing one of the largest school choice programs in the nation and achieved the goal

of integrating education for students in the St. Louis City Schools. Craton Liddell passed away on December 6, 2002. Yeatman Middle School was renamed in his honor a short time later. It is now called Yeatman-Liddell Preparatory Middle School.



*Charles W. Liddell is shown receiving a retirement plaque in 1989. Pictured are Barbara Prothro, former local vice president; Liddell; Phil Kuntz, former Missouri State APWU president; and Melvin Sanders, former president of St. Louis Gateway Area District Local.*



*Craton Liddell and his mother, Mrs. Minnie Liddell.*

## Hallowed Grounds: Sites of African American Memories



### *Mary Fields* *Montana Trailblazer*

**M**ary Fields was the first black woman and the second woman to work as a carrier for the United States Postal Service. She was known as Stagecoach Mary and Black Mary. She lived from 1832-1914. May stood 6 feet tall and weighed over 200 pounds. She drank whiskey and smoked cigars. She was known to carry a pistol under her apron.



She was born a slave in 1832 and was freed with the emancipation. She then went to work for Judge Edmund Dunne. When Dunne's wife died, Mary took the Dunne children to live with their aunt, Mother Mary Amadeus, an Ursuline mother superior in Ohio. Mother Amadeus was later sent to Montana to establish a school for Indian children. When the mother superior became ill with pneumonia, Mary went to Montana to nurse her back to health. She stayed on in Montana at the convent hauling freight, doing laundry, and performing odd jobs to make a living. She eventually became the forewoman.



The Native Americans called Mary the White Crow because she acted like a white woman but had black skin. Whites didn't know what to make of Fields. One schoolgirl wrote in an essay, "She drinks whiskey, swears, and is a Republican which makes her a low foul creature." She was involved in a dispute with a male subordinate and was asked to leave the convent.

When she was 60 years old she was hired by the Postal Service to carry mail. She was the first black woman and the second woman to work for the post office. She had a team of horses and a mule named Moses. When the snow was too deep for the animals, Mary delivered the mail on snowshoes with the sacks on her shoulders. She never missed a day. Because of her reliability she was called Stagecoach Mary.

Mary was a respected figure in town. Every year on her birthday, the schools closed to celebrate. Mary carried mail for nine years and then opened her own laundry.

Mary died in 1914. In 1959 actor and Montana native Gary Cooper wrote an article about Mary for *Ebony* magazine. He stated, "Born a slave, Mary lived to become one of the freest people to ever draw breath."

**CONSTITUTION AND BY-LAWS OF THE ST. LOUIS GATEWAY DISTRICT AREA LOCAL  
AMERICAN POSTAL WORKERS UNION  
AFL-CIO  
AS AMENDED June 2014**

THE ST. LOUIS MISSOURI LOCAL OF THE AMERICAN POSTAL WORKERS UNION, AFL-CIO, was organized in November 1971 by merger of the following crafts:

Local 8 of the United Federation of Postal Clerks

Local 16 of the National Federation of Post Office Motor Vehicle Employees

Local 55 of the National Association of Special Delivery Messengers

Local 37 of the National Association of Post Office and General Services Maintenance Employees all affiliated with the AFLO-CIO.

In December, 1977, the Local received a new charter as an Area Local under the title ST. LOUIS GATEWAY AREA LOCAL APWU. Since that time the Local has acquired a new Craft with the merger of the St. Louis Postal Data Center, Local 7025, APWU, and continues to grow through mergers with other locals.

On June 7, 1992, a merger was completed between the Hazelwood Missouri Area Local and the St. Louis Gateway Area Local to form the ST. LOUIS GATEWAY DISTRICT AREA LOCAL.

**ARTICLE 1  
The Local**

**SECTION 1. NAME**

The name of this organization shall be the ST. LOUIS GATEWAY DISTRICT AREA LOCAL of the American Postal Workers Union, AFL-CIO: hereinafter referred to as the Local.

**SECTION 2. JURISDICTION**

ST. LOUIS GATEWAY DISTRICT AREA LOCAL, APWU, claims jurisdiction over all public and private postal and mail handling operations including, but not limited to, sorting machines (first, second, and third class, parcel post, sack, etc.) all areas and levels of postal maintenance, motor vehicle service and maintenance, all mobile transport services and special delivery of mail, and all

technical advancement in the area of mail processing.

ST. LOUIS GATEWAY DISTRICT AREA LOCAL, APWU, also claims jurisdiction in all areas of public and private personnel, accounting technicians, mailbag depositories and supply centers at all non-supervisory levels and grades of public and private Postal Services which are directly or indirectly involved in mail handling and Support Services in the St. Louis Metropolitan area.

**ARTICLE 2  
Objectives**

**SECTION 1.**

It shall be the objective of the Local to secure through collective bargaining and legislative effort, a better standard of living and working conditions for the members of the Local.

**SECTION 2.**

The Local affirms its belief in a single industrial union of all postal workers in non-supervisory levels. The Local will make every effort to bring into being a single industrial union of all postal workers by mergers with other postal unions and by continuing intensive, all-out organizing campaigns reflecting the American Postal Workers Union philosophy.

**SECTION 3.**

The Local will vigorously oppose any labor unions outside of the Postal Service moving into the Postal Service field.

**SECTION 4.**

The Local will continue:

- A. To organize the unorganized.
- B. To unite within one organization, regardless of sex, race, age, creed, color, religion, sexual orientation, political affiliation, or nationality, all employees under the jurisdiction of the Local.
- C. To educate our membership in the history of the Labor Movement and to develop an intelligent and dignified membership; to work and vote for the election of political candidates who

favor the passage of legislation to improve the welfare and interest of all Labor; to work for the repeal of all laws which are unjust to Labor's movements, goals, and welfare.

- D. To support and engage in legislative, political, civic, educational, welfare, and other activities which further, directly or indirectly, the joint interest of the membership of this union and the improvement of the general economic and social conditions in the United States of America.

**SECTION 5.**

The Local will work as an autonomous local union with the American Federation of Labor Congress of Industrial Organizations, together with other national, state, and local union councils for the solidification of the entire Labor movement.

**ARTICLE 3  
Membership**

**SECTION 1.**

Any bargaining unit employee, regardless of level or grade, within the jurisdiction claim of this Local is eligible for membership. Those accepted for membership shall pay full per capita tax plus dues and assessments levied by the Local and/or National Office, APWU.

**SECTION 2.**

No person eligible under the above provision shall be denied membership because of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age, or religion.

**SECTION 3.**

The executive Board of this Local, with the approval of those in attendance at a General Membership Meeting, shall have the power to confer honorary memberships.

**SECTION 4.**

Members of the Local who retire from the Postal Service may maintain full membership with all rights of such membership by continuing to pay full per capita taxes, plus

dues and assessments levied by the Local and National APWU.

**ARTICLE 4**

**Dues, Fees and Assessments**

**SECTION 1.**

- A. All applications for membership shall be made on PS Form 1187, and dues shall be paid by payroll deduction. Members who are not subject to payroll deduction **shall pay their local dues in full (annually) by January 31 or pay semi-annually (half by January 31 and the other half by June 30) in order to remain a member in good standing. In the general officer election year, members who are not subject to payroll deduction shall pay their annual local dues in full by January 31 to be eligible to run for office and / or vote in the election. The national office will send members separate bills for national dues. The dues of the local shall be \$12.56 per month plus per capita taxes and assessments levied on the local by those organizations which the local is affiliated. The local dues shall increase in accordance with the provisions of Article XVI Section 2, of the National Constitution and Bylaws of the American Postal Workers Union.**
- B. All members shall be required to pay any additional assessments, dues increase, or per capita tax increase levied by the Local and/or National Office, APWU.
- C. A member will not be considered in good standing if that member is delinquent in dues payments. A member's good standing status shall not be affected by reason of the fact that his/her paycheck for the payroll period in which his/her dues deduction are made is insufficient to permit such dues deductions, by reason of illness, injury, pregnancy leave, lay-off, disciplinary suspension, lockout or strike. Any member, whose dues are delinquent three (3) months, shall be dropped from the rolls of the Local after 30 days written notification of delinquency and amount due. Proper notices will be sent by the Secretary-Treasurer to the National Office, APWU Health Plan Director, APWU and Editor-In-Chief of the Press On of the Local for the removal of his/her name from their rolls.

**SECTION 2.**

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

**ARTICLE 5**

**Representation**

**SECTION 1.**

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

**SECTION 2.**

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

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

**SECTION 3. ELECTIVE DELEGATES**

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

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

**SECTION 4. DELEGATE ELECTIONS**

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

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

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

**SECTION 5.**

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

**ARTICLE 6**

**Officers, Nominations, and Elections**

**SECTION 1.**

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

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

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

## SECTION 2. ELIGIBILITY FOR OFFICE

A. Eligibility for general office shall be determined by the following:

1. A candidate shall be a member in good standing.
2. He/She shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated.

B. Eligibility for Craft Office shall be determined by the following:

1. A candidate shall be a member in good standing.
2. He/She shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated. He/She shall be elected only by the votes of members of the craft.

C. Eligibility for A.O. Director shall be determined by the following:

1. A candidate shall be a member in good standing.
2. He/she shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated. He/She must work in, or have retired from one of the Area Offices. He/She shall be elected only by votes of members from the Associate Offices.

D. No member shall be a candidate for more than one (1) elective position of the Local. Upon nomination each candidate must certify that they are not in violation of the prohibitions set forth in Article VIII, Section 4. Candidates who are in violation of Article VIII, Section 4 are not eligible to be elected or appointed as an officer of the Local.

## SECTION 3. ELECTION COMMITTEE

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

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

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

## SECTION 4.

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

A. The official ballot shall have the following:

1. All ballots shall be headed:  
OFFICIAL BALLOT  
ST. LOUIS GATEWAY DISTRICT  
AREA LOCAL, AMERICAN  
POSTAL WORKERS UNION,  
AFL-CIO.

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

3. The general ballot shall be white; the Craft ballots and Area ballots shall be a different color for each.

4. All ballots show the date on which balloting will be concluded.

5. Specific and definitive instructions shall be printed on all ballots for the purpose of completing and submitting said ballots.

6. The names of the incumbent candidates shall be placed first on all ballots all other candidates shall be listed in alphabetical order.

B. The official ballot envelope shall be as follows:

1. There shall be one (1) mailing envelope for each member. It shall contain one (1) return envelope, one (1) blank envelope marked "BALLOT" and two (2) ballots.

2. The mailing envelope shall bear the election lockbox as the return address. **"Ballot Enclosed" shall be printed in bold letters in the lower left hand corner.**

3. The return envelope shall bear the election lockbox as the mailing address.

4. Space will be provided for member's signature and it shall also bear the member's mailing address label on the back.

## SECTION 5. RESPONSIBILITY OF CHAIRMAN

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

## SECTION 6.

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

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

**ARTICLE 7  
Duties of Officers**

**SECTION 1.**

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

**SECTION 2.**

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

**SECTION 3.**

- A. **PRESIDENT.** It shall be the duty of the President to preside at all General Membership Meetings, Executive Board Meetings, and special meetings of the Local; he/she shall appoint all committees not provided for herein. He/she shall fill all vacancies from any cause whatsoever, subject to the approval of the Executive board, until such vacancy is filled by regular

election. He/she shall be an ex officio member of all committees except the Election Committee. He/she shall be responsible for all work of the Local; and all officers of the Local shall work under his/her supervision. He/She shall countersign all checks, vouchers, and other documents made by the Local.

He/She shall have the authority to interpret the Constitution and his/her interpretation shall be conclusive unless reversed or amended by the Executive Board. He/She shall be a delegate to APWU national and state conventions by virtue of office and to other conventions, seminars and other union functions which concern the Local with the approval of the Executive Board. The President shall be a full-time officer. The President shall be authorized to pay LWOP, overtime, change schedules and assign make-up days in order to carry out the responsibility to see that all work of the Local is performed. It shall be the responsibility of the President to staff the Union office in which to conduct all Union business. The staffing will be done after concurrence with the Executive Board and approval of the members present and voting at a general membership Meeting. His/her salary shall be equal to the highest grade and step on the PS schedule, plus 10%. He/she shall be paid biweekly, not in advance. Additional expenses shall be paid only with the approval of the Executive Board.

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

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

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

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

- E. **EDITOR-IN-CHIEF.** The Editor-In-Chief by virtue of this elected office, shall be the chairperson of the PRESS ON POLICY COMMITTEE. With the President he/she as the ex-officio member, only, with Executive Vice-President he/she, plus the other members of the crafts, so as to make the committee five (5) or seven (7) in number so as to prevent a tie, or deadlock in the voting power. AND that the Editor-In-Chief he/she shall be the only person in charge of the physical makeup, or paste-up of the publication PRESS ON. AND that the Editor-In-Chief or the President shall be the only authorized person that shall release the final galleys to the printer for publication. The Editor-In-Chief shall receive 10% of the advertising revenues of the PRESS ON. He/she shall receive lost time payment with the approval of the President.
- F. **SERGEANT-AT-ARMS.** It shall be the duty of the Sergeant-At-Arms to assist the President in preserving order at General Membership and Executive Board Meetings, maintain the attendance record, perform count of voting decisions, perform other duties as may be assigned by the President and serve as Local Parliamentarian. He/she shall receive lost time payment with the approval of the President.
- G. **DIRECTOR OF RESEARCH, EDUCATION.** He/she shall be responsible for the education and legislative programs of the Local. He/she shall conduct educational and legislative seminars on matters

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

#### H. **CRAFT DIRECTORS**

Clerk Craft Director  
Maintenance Craft Director  
Motor Vehicle Craft Director  
Support Services Craft Director  
Each Craft Director shall assume the timely and proper processing of grievances arising from his/her craft or area and such other matters that pertain to that craft or area. He/she shall receive monthly reports from stewards and chief stewards in his/her craft or area and submit items to the Labor/Management meetings based on these reports. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President. He/she shall conduct monthly craft meetings. He/she shall receive a monthly salary of \$50.00.

#### **SECTION 4. EXECUTIVE BOARD**

- A. The Executive Board shall consist of the President, Executive Vice-President, Secretary-Treasurer, Director of Industrial Relations, Editor-In-Chief, Sergeant-At-Arms, Director of Research and Education, ALL Craft Directors and the Associate Office Director.
- B. The Executive Board shall be the highest ranking governing body of the local between general membership meetings.

#### **ARTICLE 8 Prohibitions**

For the protection of the General Membership of the Local the following prohibitions are set forth. Violations of these prohibitions are

set forth. Violations of these prohibitions shall be subject to the disciplinary actions stated below.

#### **SECTION 1.**

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

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

#### **SECTION 2.**

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

#### **SECTION 3.**

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

#### **SECTION 4.**

Any postal employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory, or EAS position with the responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of one (1) pay

period in a year shall be ineligible to hold office at any level of the American Postal Workers Union (APWU) or to be delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position.

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

**ARTICLE 9  
Recall of Officers**

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

**ARTICLE 10  
Meetings**

**SECTION 1.**

- A. General Membership meetings shall be held on the second Sunday of each odd month, commencing promptly at three o'clock (3:00 p.m.) and the second Saturday of each even month, commencing promptly at nine-thirty (9:30 a.m.) There will be no general membership meetings in the months of July and August.
- B. The General Membership meeting may be postponed to another time or day of the month or canceled by motion and vote of the members in attendance at the General Membership meeting by not less than two (2) meetings before the meeting to be changed, postponed or canceled.
- C. When a regularly scheduled craft and/or general membership meeting falls on a holiday weekend, the meeting will automatically be rescheduled to the following Sunday. The holiday must fall on a Friday, Saturday, Sunday or Monday.
- D. Twenty-five (25) members present at the General Membership meeting shall constitute a quorum for the transaction of business. If twenty-five (25) members are not present at the start of the general

membership meeting, business may be delayed for no more than 15 minutes before the meeting is declared an unofficial meeting.

**SECTION 2.**

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

**SECTION 3.**

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

**SECTION 4.**

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

**SECTION 5.**

- A. Special Executive Board Meetings may be called by the President or by a petition signed by a simple majority of the members of the Executive Board.
- B. A simple majority of the total number of members of the Executive Board shall constitute a quorum for the transaction of business at Special Executive Board meetings.

**SECTION 6.**

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

**ARTICLE 11**

**Succession of Officers and Vacancies**

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

- Executive Vice-President
- Secretary-Treasurer

**ARTICLE 12  
Resolutions**

**SECTION 1.**

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

**SECTION 2.**

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

**ARTICLE 13  
Amendments**

**SECTION 1.**

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

**SECTION 2.**

Any proposed change(s) to the Constitution or By-Laws will be submitted in writing by April 20<sup>th</sup> or October 20<sup>th</sup> of each year, by certified mail or hand-delivered to the local union office. All changes submitted to the constitution committee shall be read at the May and November General Membership meeting. It shall then be tabled without discussion or debate. It shall be published in the next issue of the Press On and mailed to all members in good standing for distribution. It shall then be taken up at the next General Membership meeting as the first order of business following the reading of the minutes, discussed and voted upon.

**SECTION 3.**

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

Revision and amendments made by the committee shall refer to SECTION 1 and SECTION 2 of this article.

#### SECTION 4.

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

#### SECTION 5

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

### ARTICLE 14

#### Officers and Stewards Benefits

#### SECTION 1. FULL-TIME OFFICERS

- A. The Local shall pay the following fringe benefits, retirements, life insurances, APWU health insurance, and disability insurance for officers who work full-time for the Union.
- B. An officer who works full-time for the union will be granted 26 days of annual leave and sick leave as needed. Those officers who qualify for disability insurance will only be paid sick leave when the insurance payment is not equal to the officer's salary. No full-time officer will be permitted to carry over more than the Postal Service maximum of annual leave into the next year, and shall be reimbursed in December of each year for up to 104 hours of unused annual leave beyond the Postal Service maximum. All full-time officers will be paid his/her accrued annual leave when **leaving elected office**, up to the Postal Service Maximum.

#### SECTION 2. PART-TIME OFFICERS

- A. Officers who work part-time for the union, (those who have lost time approved on a daily basis) shall be paid their postal pay that was lost in accordance with Article VII. This will include night differential if applicable.
- B. Officers who work part-time for the

union, shall be reimbursed at the end of the year for annual leave and sick leave lost due to being in a leave without pay status that lost time was paid for.

#### SECTION 3. STEWARDS

**A. All Stewards and Officers shall receive a yearly salary equal to the amount of dues paid during the calendar year: they must meet the following requirements:**

1. **They shall have attended at least seven (7) steward training meetings of the local in the current year.**
2. **They shall be paid for the calendar year January to December, if qualified:**
3. **They shall be paid in December of each year, before the 15<sup>th</sup> of the month.**

### BY-LAWS

#### ARTICLE I

##### Order of Business

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

#### ARTICLE II

##### Amendments

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

#### ARTICLE III

##### Ballots

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

#### ARTICLE IV

##### Rules of Order

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

#### ARTICLE V

##### Funds-Bonds

#### SECTION 1.

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

#### SECTION 2.

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

#### SECTION 3.

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

#### SECTION 4.

1. The President is authorized to pay bills for normal operation and all business expenses of the local.
2. The President is authorized to make expenditures necessary for repairs and upkeep of the building.

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

**ARTICLE VI  
Applications**

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

**ARTICLE VII  
Committees**

**SECTION 1.**

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

**SECTION 2.**

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

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

**SECTION 3.**

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

**ARTICLE VIII  
Transitions**

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

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

**ARTICLE IX  
POWER**

Membership in the POWER Committee shall be open to all APWU members. The committee shall participate in community activities giving visibility to the Local. The committee shall sponsor a minimum of two (2) programs each year with special emphasis on family issues. The committee shall work in conjunction with other committees especially organization. The committee shall network with other women organizations and work to enhance harmony within the union.

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

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

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

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

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

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

**From the Desk of**  
*Becky Livingston*  
 Research and Education Director



## New Steward Training!

**P**lease plan on joining me at the new steward training classes that will begin Tuesday, February 2, 2016, and run through the end of the month. If I have enough people interested I will have two classes on Tuesday and Thursday each week. Classes will be from 9-11 a.m. or there will be a class from 6-8 p.m. that evening. This class will be an in-depth study of the contract and will cover grievance-writing procedures. We are always receiving questions from PSEs and from career clerks regarding

PSEs because there are so many rules and regulations concerning our newest employees. Please consider taking these classes and learning your rights. Taking this class does not automatically guarantee you a steward opportunity, but I guarantee that you will learn a lot and being better informed on what your contractual rights are is always helpful in making sure you are receiving those rights and benefits. The union can only help you if we know what's going on and in most cases you don't realize that there is a violation. Please let your friends know

about this class. Come as a group from your office. I will make it interesting and informative and I will throw a little fun in as well. You will be able to see what goes on when you want to file a grievance and get a better understanding of the inner workings of the grievance process. Please give me a call at the union office or see your steward to make arrangements to attend the classes, as I will need to make sure there are enough materials for everyone. I hope to see a lot of interest in this class, the more the merrier! Have a happy new year!

---

## REQUEST TO ATTEND NEW STEWARD TRAINING

Name: \_\_\_\_\_

Pay Location \_\_\_\_\_ Craft \_\_\_\_\_

Work Location \_\_\_\_\_

Work Hours: \_\_\_\_\_ N/S Days \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

Phone Number; H: \_\_\_\_\_ C: \_\_\_\_\_

Email Address: \_\_\_\_\_

*I understand that taking this training class does not guarantee that I will be selected to become a Union Steward.*

## MVS Talk

By Jeff Cooper



The year 2016 will be faced with many challenges. The craft needs to get more PSEs converted. Before I go any further I would like to give salutations to the converted PSEs. Your patience and hard work was an asset. The previous year the craft had an emergency contracting out mail for the peak season. Sometimes it is hard to get management to get things done in a timely manner.

The December general meeting was a low attendance for MVS. The craft needs to do a better job in supporting the union because we need to be vigilant to protect the jobs we

have. As we move forward in 2016 the MVS craft needs to show that we are up for any task and our work needs to stay in-house.

Drivers, during dispatch ensure that you are behind your truck or trailer so you can load your mail securely. Drivers should not have to push mail all over the post office for dispatch. On Sunday morning, December 13, the plant manager walked through the east dock and there were an abundance of mail handlers present. After the holidays the mail handlers are scarce. If the mail isn't at your dispatch locations, it is not the union's responsibility.

Management should use the same discretions as if the plant manager was present.

The union stewards need a written statement for an employee's grievance to be filed. Your grievance has to be investigated, so there are documents to be requested and witnesses to be interviewed. To ensure that we do our part, we need for you to be active in your grievance as well. That's all for now members, so stay safe, stay courteous, and stay professional.

In union solidarity

## Director of the Maintenance Craft

By Tom Nanna



Happy new year to all our union members. May the new year bring you good health and prosperity. I hope that everyone had a joyous holiday season.

I want to thank the maintenance craft stewards for all their hard work and dedication that they have put forth protecting our members and policing our CBA. We all belong to the same team, doing our best for our members. We keep doing it because it needs to be done.

Maintenance recently sent almost 700 grievances to Step 3 and arbitration. The majority of the grievances were Article 32s — the contracting out of the work that our members are able to perform. Our members take pride in doing their jobs well.

When we finally get a new contract, we'll be able to open up our LMOU and make changes if needed. If any member has any ideas for adding or changing our existing LMOU, please write them down and drop them off in the maintenance union booth. Also we would like to form a committee of maintenance union members to discuss items for the new one and enlist the help of our members to support the maintenance union office.

There are FMLA forms on the side of the cabinet by the union booth door. If you have an FMLA case number, be sure to use it for absences related to it. Whenever you talk to someone in management about your FMLA, please always document it. Also make copies of everything you send or give to management. Cover all your bases. This applies to OWCP too. If you bring in a doctor's note to return to work to cover your absences, it must state you were incapacitated to perform your job duties while you were off.

To all our members, thank you for your continuing support. May this be a banner year for us all. Yours in union solidarity.



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

**Sara Brown**

Mother-in-law of Vivian Brown, Support Services

**Joe Wells**

Husband of Mamie Wells, Retiree Support Svcs  
Brother-in-law of Melvin Sanders, IRD

**Charles Harvey**

Father of Karl Harvey, Clerk



- |                    |                        |
|--------------------|------------------------|
| Banvakais, Michael | Jenkins, Marlon        |
| Bilbruck, Zachary  | Loggins, Dana          |
| Boker, William     | Minnis, Rosalynn       |
| Carrington, Justin | Mock, Donald           |
| Crigler, Sarah     | Powell, Janelle        |
| Delmar, Jahneen    | Reed, Latonya          |
| Echols, Jaketa     | Singh, Gurpreet        |
| Fitzhenry, Daniel  | Speed, Justin          |
| Geiger, Joseph     | Thomas, Vaughn         |
| Griffin, Matthew   | VanValkenburg, Gregory |
| Hamm, Joseph       | Webb, Kendall          |
| Harris, Patrick    | Wells, Antionita       |
| Hayden, Cindy      | Williams, Jwakeise     |
| Horton, Adrienne   |                        |



*Congratulations to Beverly Brown who retired from  
the Jennings Post Office with 32½ years of service.*

**Nominations for Delegates  
to the  
APWU National Convention  
will be held  
at the February 20, 2016  
General Membership Meeting**

**Delegate Election for  
National Convention  
will be  
Sunday, March 20, 2016  
at the Union Hall  
1705 S. Broadway  
from  
6 a.m. to 6 p.m.**



# APWU

American Postal Workers Union, AFL-CIO

## Scholarship Program



### E.C. Hallbeck Scholarship Vocational Scholarship Best Essay Award

American Postal Workers Union, AFL-CIO  
1300 L Street NW  
Washington, DC 20005  
(202) 842-4200  
[www.apwu.org](http://www.apwu.org)

Cliff Guffey, President  
Greg Bell, Executive Vice President  
Elizabeth Powell, Secretary-Treasurer

### E.C. Hallbeck Memorial Scholarship

The E.C. Hallbeck Memorial Scholarship awards 10 recipients \$2,000 annually for four years to use toward an undergraduate program.

The Hallbeck Scholarship provides significant financial assistance to one male and one female recipient from each of the five postal regions: Central, Eastern, Northeast, Southern, and Western.

Hallbeck Scholarship recipients must attend an accredited college or university, and must maintain a "B" average (or "Pass" if on a "Pass/Fail" system.)



### Best Essay Award

One "Best Essay" winner will be selected from the Hallbeck Scholarship applicant pool to receive a \$2,000 annual award towards his or her four-year college tuition.

## Vocational Scholarship

Five Vocational Scholarship winners receive up to \$3,000 to be used for three years of study in a specific trade, technical, industrial, or vocational school.

Vocational Scholarships are awarded to recipients selected from the five postal regions.

Recipients must attend an accredited community college or vocational school, and must maintain a "B" average (or "Pass" if on a "Pass/Fail" system), or a positive evaluation from a counselor or instructor.

## Selection

The Scholarship Selection Committee is comprised of qualified individuals in academia who have no personal ties to the applicants. The committee will select 10 Hallbeck Scholarship winners, five Vocational Scholarship winners, and one Best Essay recipient.

In making the selections, the Scholarship Committee places primary emphasis upon the knowledge and understanding of unions displayed in the essay.

## Eligibility

- ✓ Applicants must be a senior attending high school or other secondary school.
- ✓ Applicants must be a child, grandchild, stepchild, or legally adopted child, of a current, retired, or deceased APWU member.
- ✓ Note: Relatives of APWU elected national officers are not eligible.
- ✓ Recipients of the Hallbeck Scholarships and Best Essay award must attend an accredited college or university, community college for a consecutive four years. Vocational Scholarship winners must attend an accredited vocational school or program for up to three years.
- ✓ Scholarship awards must be used to pursue an undergraduate degree or a post-secondary occupational education.

## Scholarship Donations

*APWU Scholarships are funded by donations, and we are extremely thankful for donations made by union members. If you are interested in contributing, please send a check or money order to APWU Scholarship Fund, 1300 L Street NW, Washington, DC 20005. This tax-deductible donation may specify "Hallbeck," "Best Essay," or "Vocational."*

## How to Apply

- ✓ Application forms and instructions are available on the APWU Web site at [www.apwu.org/dept/sec-treas/stscholarships.htm](http://www.apwu.org/dept/sec-treas/stscholarships.htm).
- ✓ Applicants may only apply for the Hallbeck or Vocational scholarship, **not both**.
- ✓ Applicants are responsible for submitting completed applications and all required materials listed on the application form.
- ✓ Applicants of deceased members must provide proof of membership.
- ✓ An official application form must be used.
- ✓ All application materials must be submitted in one envelope and sent via USPS to:

APWU Scholarship Program  
American Postal Workers Union  
1300 L Street, NW  
Washington, DC 20005

- ✓ **All applications and materials must be received by March 15.**

## Winning applicants will be notified by July 1.

*For more information, please contact the Secretary-Treasurer's office at (202) 842-4215, or visit [www.apwu.org/dept/sec-treas/stscholarships.htm](http://www.apwu.org/dept/sec-treas/stscholarships.htm).*

*Applicants are encouraged to submit materials well before the March 15 deadline.*

## Other Scholarships

The Union Plus Scholarship program, created by the AFL-CIO, awards \$500 to \$4,000 to union members and their families who want to begin or continue their post-secondary education at colleges or trade and technical schools. For more information, visit [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).

The National Labor College (NLC) Scholarship, also sponsored by Union Plus, provides grants to union members who wish to enroll in the National Labor College at the George Meany Center for Labor Studies in Silver Spring, MD.

## Christmas Raffle Winners



## COPA Requests

Requests for COPA contributions made to the Legislative and Political Department are evaluated as soon as possible. In cases involving sitting members of Congress, the first thing we consider is their record of support for legislation that benefits postal workers and the working class. In cases involving other candidates, we consider their responses to an APWU candidate's questionnaire, which gauges their position on postal, federal, retiree and worker issues.

We also consider how competitive a candidate's race is, the committees he or she serves on, the leadership positions he or she holds, and the amount of money in the COPA fund. Recommendations are sent to President Dimondstein, who evaluates them.

If necessary, the president meets with the legislative director, who provides any additional information and answers any questions the president may have. The department recommendations that the president approves are included in a packet assembled for each COPA Committee member.

Then, a COPA Committee meeting is held as soon as members are available. The committee evaluates each name on the list of approved recommendations, and votes to accept or reject them.

After approval of contributions, the Legislative Department contacts the campaigns and decides how to use the contribution to maximum effect in advancing the interests of postal workers. Arrangements are made for those locals, chapters and states that want to present the check to their respective candidates. Federal Election Commission (FEC) rules govern where and in what time frame checks may be presented to candidates.

*(This article first appeared in the January-February 2016 issue of The American Postal Worker magazine.)*

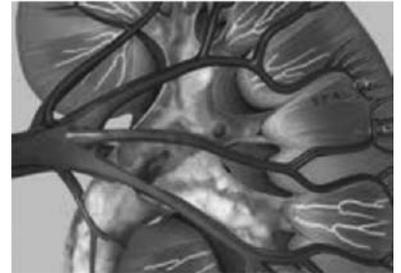
# Diabetic Kidney Damage May Start Earlier Than Thought

## Higher-than-normal blood sugar levels can lead to kidney failure over time, research says

TUESDAY, Dec. 29, 2015 (HealthDay News) — Kidney damage from diabetes may begin much sooner than previously thought, according to a new study.

Researchers found that higher-than-normal blood sugar levels associated with prediabetes increase the risk of kidney abnormalities that could lead to kidney failure.

“Our research shows that the pathological process of kidney injury caused by elevated blood glucose levels starts in prediabetes, well before the onset of diabetes,” study author Dr. Toralf Melsom said in a National Kidney Foundation news release. Melsom is an associate professor and senior consultant in the nephrology department at University Hospital of North Norway.



The study involved over 1,300 patients aged 50 to 62 who were followed for a median of 5.6 years. Of those people, 595 had prediabetes when the study began.

Prediabetes affects up to 35 percent of adults — twice as many people as diabetes, the study authors said. About half of those with prediabetes develop diabetes within 10 years. Diabetes is the leading cause of kidney disease and kidney failure.

After adjusting for certain lifestyle factors and medications, the investigators found that patients with prediabetes had early signs of kidney damage, including high levels of a protein called albumin in their urine.

The kidney problems arise when the body responds to metabolic changes that occur early on due to chronically high blood sugar levels, according to the study published December 29 in the *American Journal of Kidney Diseases*.

Melsom said prediabetes may be a target for early interventions, such as changes in diet and exercise, to prevent chronic kidney disease.

Previous studies were unable to find a consistent link between prediabetes and kidney damage, but the study authors said they used a more precise method of determining how well the kidneys were working.

“It is estimated that more than 470 million people will have prediabetes by 2030,” Dr. Jeffrey Berns, president of the National Kidney Foundation, said in the news release. “Studies like this underscore how important it is to identify those with prediabetes so lifestyle changes and physician management can potentially stem declines in kidney function.”

More information: The U.S. Centers for Disease Control and Prevention has more about prediabetes.

*SOURCE: National Kidney Foundation, news release, Dec. 29, 2015*

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Saturday: 7:30 a.m. - 4 p.m.

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

## GATEWAY LOCAL CALENDAR

January 6 (Wednesday)	Executive Board Meeting (2 p.m.)
January 10 (Sunday)	General Membership Meeting (3 p.m.)
January 11 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
<b>January 18 (Monday)</b>	<b>Dr. Martin Luther King Holiday</b>
<b>February 15 (Monday)</b>	<b>President's Day Holiday</b>
February 17 (Wednesday)	Executive Board Meeting (2 p.m.)
February 20 (Saturday)	General Membership Meeting (9:30 a.m.)
February 22 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
March 9 (Wednesday)	Executive Board Meeting (2 p.m.)
March 13 (Sunday)	General Membership Meeting (3 p.m.)
March 14 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
March 20 (Sunday)	Delegate Election (6 a.m.-6 p.m.)

There will be no General Membership Meetings  
in the months of July and August.  
The Union Hall will be closed on holidays.



**Moving?**  
*Send us your new address  
so we can stay in touch.*

Help Nancy, our office secretary, by sending us your address changes. Your union spends many work hours and pays significant postage fees to obtain your correct address. We cannot get your union paper to you on time without your correct address. Thank you.