

The State of our Future

By Frederick Wolfmeyer, President

Hello my union sisters and brothers. As we enter this new year, many experiences await to challenge us and our views or beliefs. Perhaps it will be a good time to leave our comfort zone and tackle some difficult issues and ask ourselves what we can do to mold the future in a positive way, a way that will have a lasting impact for good.

We all know that the post office has thrown down the gauntlet regarding service standards and Congress has refused to take the challenge and reverse this decision. Now we must dig in and take up this challenge of changed service standards, changed hours, and new duties and 2015 is just starting. And if this challenge isn't enough, the city of St. Louis has made parking very difficult and with the tour changes, it will only get more perplexing stretching our patience and resolve.

Patience and resolve, what great words those are and what great qualities they represent. They hold our future in their definitions. However, I would like to add the virtues of understanding and common sense to round out what could be the answer or solution to the challenges we face now, and will face this coming year.

Patience: To bear provocation or misfortune without complaint; quiet steady perseverance.

Resolve: To deal with a problem, find an answer; clear up or deal with successfully.

Understanding: To grasp mentally or a friendly and harmonious relationship.

Common Sense: Sound, prudent, but often un-

sophisticated judgment; good judgment.

This year we have experienced many wonderful as well as many troublesome events. On the troublesome side we have witnessed the shooting of young men of color by police and riots that accompanied the initial shooting and which occurred again after the grand jury rendered its decision. This is not isolated to the St. Louis area either, although we have had more than enough violence and sad events. Whether or not the shooting or the decision were justified, many people on both sides of the issue lost sight of patience, understanding, and common sense. More violence erupted and many businesses in Ferguson were burned, looted and destroyed. How does this violence resolve the problems? **It does not.**

Now we have had a shooting of two New York police officers by an angry man who was out to 'get even' for the deaths of two men at the hands of the police, and he then took his own life. Once again, a misperception on how to resolve a problem without using understanding and without common sense. All the men mentioned here were young men, the young men of color and the police officers. Each day we hear of young men killing more young men and women. At the school next to the Union Hall, a bright young lady of only 17 years was gunned down while sitting in a car. Her



life was cut short by someone who was out to get revenge, and now another young life is wasted. All lives matter!

At the post office we have had people getting into verbal altercations and throwing caution to the wind. People with 20, 30, and 40 years who want to resolve their particular issue do so with violence. They would rather prove they are right and so very tough that they are willing to throw their job, their family's financial security, and all their benefits out the window. No common sense, no understanding, and no patience. Blaming the other person is no answer. Blaming the supervisor is no answer. The blame is squarely on the shoulders of the person who showed no self-control. There's another good word, self-control. In all you do, use common sense and control your emotions and actions.

This new year, let's work on ending hate and distrust, replacing them with the virtues of patience, tolerance, common sense, self-control, and understanding.

Exercising the virtues I have mentioned above requires us to come out of our comfort zone and think differently about situations and about people. We cannot go through life thinking we can simply run rough-shod over people or situations with no consequences. We are responsible for our actions and our actions are observed by others, particularly our children. I went to a Christmas concert at my granddaughter's school the other night, and looking into the faces of those kids really made me stop and reflect. Kids are receptive to everything and want to be part of everything, especially our lives. Patience, common sense and understanding given to them now will make them even more wonderful than they already are. Just a little interest and encouragement on our part will work wonders on them. As I sat there at the concert, I thought to myself, "Here is the future. If we as adults can only lead by example, the future will be bright." Perhaps by setting a good example by our actions of patience, understanding, self-control, and common sense, we can one day end

senseless killings, bullying, and other crimes. Each day we should take a few moments to show appreciation to one another but especially to a young person in our lives. Perhaps we could go out of our way to make a person feel special or wanted, giving guidance instead of being impatient. Isn't that what life is really all about? Now I'm not naïve enough to think all people will be receptive to my ideas of kindness or even want to listen to me, but if we try to do one positive act each day, there could be a change. Perhaps St. Louis would not have over 150 homicides next year. Perhaps I would not receive a phone call about one of our members getting into an altercation with another member or a supervisor.

Let us all think about the future we want to leave our children and grandchildren. What does it look like? If we can envision it, we can make it happen. Patience, understanding, common sense and self-control are the keys we can use to unlock the future we will pass on to our children. All people are different, in their personalities, talents, and character. We must realize that this doesn't necessarily make them bad people although it may require patience and tolerance on our part. Tolerance is another great virtue that can help us change our future.

Tolerance: A fair and permissive attitude toward those whose race, religion, nationality, etc., differ from our own.

We can see the lack of tolerance and patience here at home and all over the world, maybe even in our own kitchen. Whether it is a dislike of the protesters in Ferguson, or the Sunnis century's old dislike of the Shiites in Iraq, or the tensions between the Palestinians and Jews, and let's not forget our impatience and intolerance of uncle Harry in the kitchen during the holidays, it is there and we can make a choice to perpetuate it or come out of our comfort zone and end it.

All the virtues I have mentioned above will make it possible to reach a resolve that will help us meet the challenges that lie ahead this year. This new year, let's work on ending hate and distrust, replacing them with the virtues of patience, tolerance, common sense, self-control, and understanding. In this new year let us remember that all life is precious and may we strive through our actions to show this, and by doing so, secure a bright and positive future for our children.

From the Desk of the Vice President

By Gene Hollenbeck



I would like to start off by wishing everyone a very happy new year. I hope that you and your family are blessed with everything that you need.

This is going to be a challenging year. As most of you know the Postal Service is going through some major changes. Most of you have been affected. This is all due to the fact Congress has once again failed to take up postal issues before going on vacation. For those of you who wrote your senators/congressmen and asked for their help to resolve our issues, I would like to say **thank you**. If you have not written to them it is never too late. Take the time to write and ask them for their help. It was a lame duck Congress that put us in this situation. It will take a working Congress to get us out.

Here are the addresses and phone numbers to send your message.

Postal Board of Governors

475 L'Enfant Plaza SW
Washington, D.C. 20260
Phone: 202-268-4800

Postmaster General

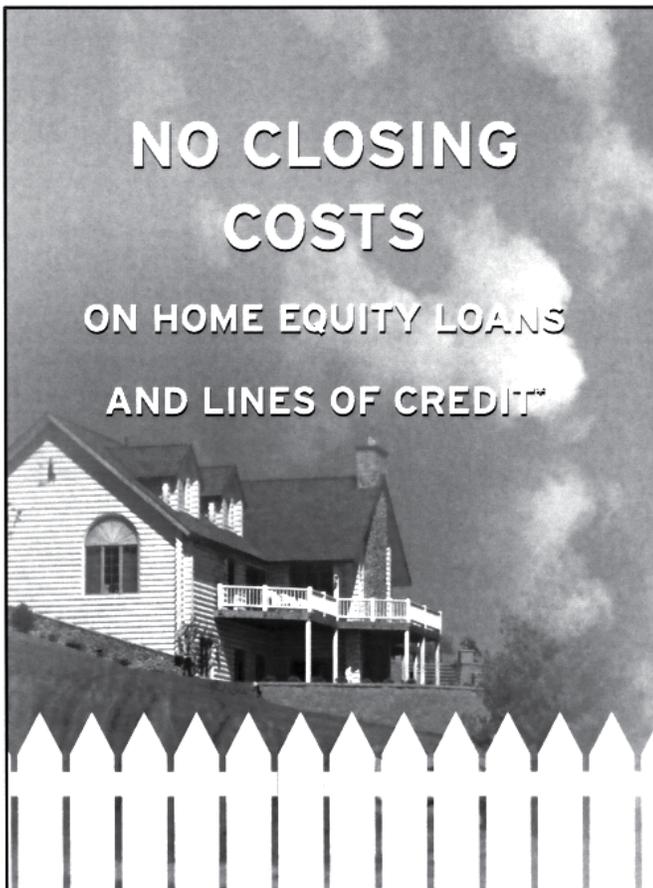
475 L'Enfant Plaza SW
Washington, D.C. 20260
Phone: 202-268-4264

Congressional Members

Capitol Hill Switchboard
Phone: 202-224-3121

President of the United States

1600 Pennsylvania Ave. NW
Washington, D.C. 20500
Phone: 202-456-1414



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Remember Our Presidents

By Melvin Sanders, Director of Research & Education

Seven members have served our local as president since the APWU was formed in 1972. They are listed below.

Zenson D. Kirksey	1972-1975
Michael C. Amann	1975-1979
Teddie F. Days	1979-1985
Melvin Sanders	1985-2001
Roosevelt Stewart	2001-2008
Anthony Harris	2008-2010
Frederick Wolfmeyer	2010-Present

(A nine question test on our presidents is on this page)

Gateway District APWU Presidents Quiz

1. Who was the first president to serve the local as a full-time president?
2. Of the seven presidents, who was the longest serving president?
3. Who had the shortest term as president?
4. Who was the youngest serving president?
5. Who served as president but was never elected as president?
6. Of the seven people who served as president only four were vice president before becoming president. Name the four.
7. Of the seven people who served as president only two were never a craft director (or craft president). Name the two.
8. Which of the presidents held the jobs of secretary treasurer, vice president and president consecutively?
9. Two former presidents left office but returned to the Executive Board in other positions years later. Who was the first to do this?

Answers to Presidents Quiz

1. Teddie F. Days became full time in October 1979
2. Melvin Sanders was president from January 1985 to September 2001 (A total of 16 years and 9 months.)
3. Anthony Harris ... 2008-2010 (2 years)
4. Michael C. Amann was 32 years old when elected in 1975. Melvin Sanders was 35 when he became president in 1985. These were the only two under 40.
5. Anthony Harris ... he finished Roosevelt Stewart's term when Roosevelt resigned to accept a position in Washington D.C.
6. Teddie F. Days ... Melvin Sanders ... Anthony Harris ... Frederick Wolfmeyer
7. Michael C. Amann and Teddie F. Days
8. Frederick Wolfmeyer
9. Teddie F. Days was president (1979-1985) and returned as secretary treasurer (1995-1999)



Editor's

By Shelia Patton-Harris



Corner

How Much Do You Know About Your Union

If I came up to you and asked you what a Central Region coordinator was, very few if any of you would know what the job entailed. Probably none of you would know our Central Region coordinator's name.

The Central Region coordinator has jurisdictional responsibility for organizing the union's 13 central states.

The coordinator has oversight of the grievance processing beyond Step 3, including interacting with the Western, Great Lakes, and Eastern Area Grievance Processing Centers to manage the arbitration scheduling pursuant to Article 15 of the Collective Bargaining Agreement. The coordinator also serves as a troubleshooter for locals that want intervention with the area on issues that directly impact them. The coordinator shares the

information with the affected local and state organizations and organizes the union's response.

The coordinator meets with her counterparts in the area on other issues such as deployment of automation, immediate safety issues, and disputes over implementation of Article 12, Joint Contract Interpretation Training, negotiating memoranda of understanding on a variety of issues and handles other situations that arise on a daily basis.

The Central Region Office serves APWU members in Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

The person who handles this demanding job is Sharyn M. Stone. She is a highly intelligent, strong black woman.

The Annual
Dr. Martin Luther King Birthday Parade
will be held on **January 19, 2015**



Please be at the Union Hall at **9:30 a.m.**

Refreshments will be served after the parade

We look forward to **YOUR** participation

Pay Attention

By Robin Robertson



My brothers and sisters it is **solely** your responsibility to read **every** correspondence that comes to your house from USPS, OWCP, and/or APWU. There is no such thing as **junk** mail when it comes to your job. Please get familiar with **your contract** whether you're a clerk, in MVS, in maintenance, and/or support services. Each craft is different so please **don't** get mad if you ask a support services steward about a maintenance issue and it's **not** the same response.

Each member should know and understand their rights as a union member. Members tend to assume the worst and/or better, yet do **not** care if it's **not** affecting his or her pay. We are going through a crucial period in the plant, in the stations and branches, and definitely on the accounting/information systems side. For some reason St. Louis Gateway (Postal Service) thinks they can do anything and everything without consulting the union. Management is so quick to say, "The union agreed to it." Guess what folks, nine out of 10 times the union did **not** agree to most of the un-

resolved issues. Many unresolved issues could have been rectified if they just asked and/or followed the contract.

Please understand that you are a **leader** within this organization. You do **not** have to be an EAS employee to be a **leader**. Anyone can be a **leader** if they put their mind to it. Yes, some leaders are naturally-born leaders, but others have to be trained. Would you rather be trained with **integrity** and **honesty** or be trained to be **dishonest, cut throat**, and step on folks in order to move up the ladder?

Starting today every APWU member will start using his or her bargaining forces to build our community by encouraging non-paying dues members and PSEs of the importance of APWU Health Insurance. Every union employee should be in the APWU Health Plan. It's very imperative to review and weigh your options with the APWU Health Insurance.

Please stop bad mouthing other members, stewards, and/or officers. We **all** have missed the bus and jumped off the train one time or another, but the time is **now** to build our community

with **commu-
nication** and **collaboration**. The non-paying members watch closely and we have to give them an incentive to join our community and/or organization. **This is a membership organization.**

To our special members (detailing in EAS positions), please **understand** it's **not** the union's responsibility to speak fairness if you're detailing to an EAS position. If you are **violating** the contract it **shall** be addressed. Please pay attention to the 1723s you sign when detailed into a higher-level EAS position. If you are **not** detailed that full about of time, do **not** sign. Better yet, **speak** up to **management** and make sure they correct the issue.

Please understand the **union** is a unique organization that we **need** to promote to participate with the working people. Ask yourself do you know your strength and unity? Better yet are you willing to participate to build the strength and unity of your organization? Stop being the problem and become part of the solution.

Happy new year!! God shall be with you and your family!!!

USPS Policy May Have Led to Employee's Death

In Oakland, California, a 28-year veteran of the Postal Service, Sam Macasieb, was found semi-conscious and bleeding from his mouth and ears between 3-3:30 am. Instead of calling 911 immediately, postal policy is to contact supervisors and managers. They in turn contacted the postal police to tell them an employee needed emergency medical treatment. Postal police contacted emergency services a full 53 minutes after the employee was initially found. The employee died.

PEM Newsletter

By Tom Nanna, Maintenance Director



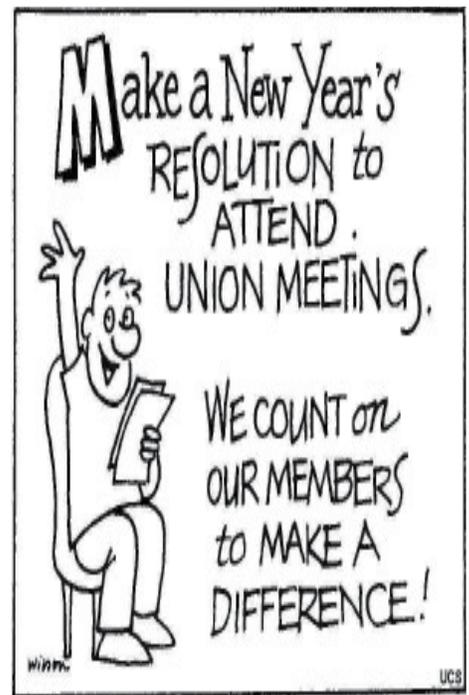
If you are on tour 2 and reading this, there is a good chance that you will soon be going to tour 1. To all who contacted their senator or congressman to try to stop this mayhem, thank you for putting forth the effort.

Management has informed the union that they are going to be using Article 38.4A.4 of the Collective Bargaining Agreement to facilitate the movement to tour 1. They have said that the maintenance windows for DBCS base machines will be from 2 a.m. to noon. The begin tour times will be 2 a.m. to 10:30 a.m. for all new bids. The way management should accomplish this task is to determine how many employees and what level they need on any given day of tour 2. As an example: If there are seven level 10 employees with Saturday/Sunday off days and they need only four, the junior employees with those days off will lose their bid. Their old bid will then be changed sufficiently that it must be re-posted according to the contract. Everyone in PEM should get a new "Preferred Assignment Sheet", that reflects the new bid structure, to fill out and turn back in. Everyone in PEM will then have a chance to bid on any vacancies posted. When you fill out the PAR sheet be sure to include all positions that you

may want, even if they are not posted, as there will be residual bids to be filled.

The process for which this will be accomplished is being worked out by management now. From what information has been provided they are looking to move approximately 45 to 50 employees over to this new tour. There are currently 11 level 7mms, 30 level 9 mpes, and 25 level 10 ets. All of the level 7s will be going. They, as of yet, have not given us a breakdown of the level 9s and 10s.

Of course all this has to be completed by January 10, 2015, and everyone moved in to their new bids. Nothing like taking it to the wire. The union has been informed that tour 1 and tour 3 employees will not be affected by this change. Though the tour 1 employees will now be performing more p.m. work. For those employees who will be affected, you should receive a letter in the mail (two weeks ago) soon. When the union is provided the new PEM matrix, we will scrutinize it to determine if it is being done properly and respond accordingly. As mentioned in an earlier newsletter, things can change pretty quickly, so don't make any bad decisions. As information becomes available we will try to update the members.



Just Don't Sit There

By Jeff Cooper

I would like to thank the drivers who attended the National Day of Action. The weather was a little brutal, but it was for good cause. The theme was U.S. mail is not for sale. I have been fortunate enough to go on a few conventions and compared to some places, Saint Louis Gateway is not that bad. At the last convention I talked to a union member from the East Coast and he said the only people in his unit were switchers, that is what they called hustler drivers. All the mail leaving and entering the facility was contracted out. I visited Hot Springs, Arkansas, and at that location there were no MVS, only mechanics for LLVs. Last example: There was recent arbitration to get the union members their jobs

back because the management in California wanted to contract out the whole state.

It is imperative that we all, as members of the union, invest a little time to show the public that we are serious about our job and make people understand the importance of the mail service delivery. For a fraction of a dollar the Postal Service delivers, it sends letters, it help businesses correspond to its patrons, medicine to the sick, etc. The job is important and you should be proud to let someone know just that. So, don't be shy. Let your friends and family know that your are going to support your union.

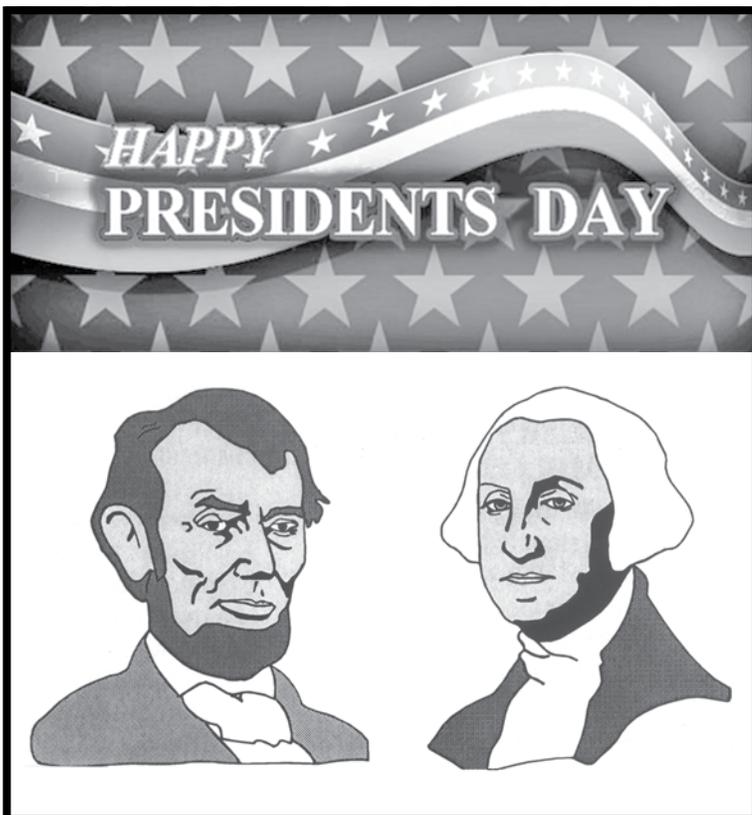
I have been a steward since 2001 and the craft director for a couple of years and I can tell you that I had some settlements that were great and some not as great.

I have negotiated a lot of suspensions and a majority have been

on paper, where the drivers did not lose any pay. If a driver would like to go above my Step II level and take his/her grievance to arbitration, they are subject to the outcome of that grievance.

Reference Material: Article 15.5.A.6 Arbitration Award — An arbitration is final and binding. Arbitration is the last step of the grievance-arbitration procedure. Final and binding arbitration procedure. Final and binding arbitration in an arbitration is an important concept as it reinforces the finality of the decision.

Thanks for your time, union brothers and sisters.



**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 31st of the election year.**

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

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

SECTION 5. RESPONSIBILITY OF CHAIRMAN

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

SECTION 6.

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

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

ARTICLE 7 Duties of Officers

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

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

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

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

- C. **SECRETARY-TREASURER.** The

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

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

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

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

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

H. CRAFT DIRECTORS

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

SECTION 3.

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

SECTION 4.

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

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

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

ARTICLE 9 Recall of Officers

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

ARTICLE 10 Meetings

SECTION 1.

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

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

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

SECTION 5.

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

SECTION 6.

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

ARTICLE 11

Succession of Officers and Vacancies

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

Executive Vice-President
Secretary-Treasurer

ARTICLE 12 Resolutions

SECTION 1.

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

SECTION 2.

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

ARTICLE 13 Amendments

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

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

SECTION 4.

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

SECTION 5

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

ARTICLE 14

Officers and Stewards Benefits

SECTION 1. FULL-TIME OFFICERS

- A. The Local shall pay the 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 1.C. Deleted per amendment effective June 2013.

SECTION 2. PART-TIME OFFICERS

- A. Officers who work part-time for the union, (those who have lost time approved on a daily basis) shall be paid their postal pay that was lost in

accordance with Article VII. This will include night differential if applicable.

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

SECTION 3. STEWARDS

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

BY-LAWS

ARTICLE I

Order of Business

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

**ARTICLE II
Amendments**

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

**ARTICLE III
Ballots**

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

**ARTICLE IV
Rules of Order**

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

**ARTICLE V
Funds-Bonds**

SECTION 1.

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

SECTION 2.

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

SECTION 3.

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

SECTION 4.

- 1. The President is authorized to pay bills for normal operation and all business expenses of the local.

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

ARTICLE VI Applications

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

ARTICLE VII Committees

SECTION 1.

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

SECTION 2.

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

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

- J. Grievance/Arbitration
- K. Stewards

SECTION 3.

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

ARTICLE VIII Transitions

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

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

ARTICLE IX POWER

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

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

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

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

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

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

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

Blacks and the United States Postal Service

By Shelia Patton-Harris

February is Black History Month. With all the controversy over police shootings and protests and violence, race has become a hot topic like no other time since the '60s. We are all one race, the human race. Because of our different cultural experiences, black people face unique challenges. Most white people have never experienced racial profiling. Blacks are routinely stopped when they enter certain neighborhoods.

One fact that we have to come to grips with is that it will take all of us, black, white, red, yellow, or brown to combat the onslaught on postal jobs.

The Postal Service was one of the first employers to end segregation in its hiring practices. An executive order by President Franklin D. Roosevelt in 1941 banned discrimination in the government and

defense industries. That is not to say that all employees were treated equally. There were separate facilities for the black and white employees. Blacks were given the worse jobs available. There were few black supervisors and most white men resented taking orders from a person of color. Few women worked for the USPS.

Blacks represent 13.1 percent of the U.S. population and 11.6 of the labor force. Nearly one in five black workers holds a government job. African-Americans make up about 20 percent of the Postal Service. The proposed changes to the service will have a devastating impact on the black middle class. Whole communities are supported by the income of postal workers.

When the local asks you to mail a letter, call a politician, or take part in a demonstration, we

are trying to show the public and the members the importance of the Postal Service to the community. Maybe you don't care about your job. Maybe it makes no difference to you if the Postal Service disappears. But you are not the only one who is dependent on your postal income. All of the stores where you spend those postal dollars, the bills you pay, the places that you eat, all depend on the income you receive from the Postal Service.

I know I must sound like a broken record. Now that the rubber has hit the road and the plant consolidations and closings are becoming a reality, we have to get our act together. It would be wonderful if the next generation were able to work for the Postal Service. That won't be possible if we sit idly by and let Congress do whatever they please.

A Century of Black Life, History, and Culture



December 2014 General Membership Highlights

By Robin Robertson

Happy new year!! My brothers and sisters, pray all is well in everyone's house. 2015 will be a wonderful year for us all! Below are the December highlights from the General Membership Meeting for the St. Louis Gateway District Areal Local. We did **not** have quorums for Sept., Oct., or Nov. meetings. Please remember your presence and voice is needed every **month**.

President Wolfmeyer

Nominations for delegate to the 2015 Missouri State Convention will be held at the February 2015 General Membership Meeting and the election will be held the third Sunday in March 2015 at the Union Hall from 6 a.m. till 6 p.m.

The nominations will be mentioned in the *Press On* for January/February and March/April issues.

The APWU national will be hosting a negotiation training session at the Crown Plaza, 200 N. 4th Street, St. Louis, Missouri. Central Region Coordinator Sharon Stone and some of the national officers will be in town to conduct the training, which will take place January 14-15, 2015.

Vice President's Report

Vice President Gene Hollenbeck has been assisting President Wolfmeyer on the bidding issue at the MPO. There are problems as always with management and the letters that have gone out and which we still have not received. Management sent us the letters, but some people's hours and days were incorrect along with members **not** receiving letters. What a **mess!** President Wolfmeyer visited the plant and the Annex to answer questions and listen to the venting of the members, but above all to try to explain what is taking place.

Secretary-Treasurer

Secretary-Treasurer Robbie Robertson asked the membership to accept the report as printed. Motion was seconded, voted on, and passed. No questions on the secretary-treasurer's report.

Budget 2015

President Wolfmeyer presented the Trustee Committee to present the 2015 budget to the members. Bob Cook asked the Trustee Committee to stand. The committee is made up of Becky Livingston, Gene Hollenbeck and Delores Fulton. Bob Cook thanked them for their time and effort.

President Wolfmeyer made a motion to accept the budget as printed and give the authority to the officers to expend the money in the aggregate. Motion was seconded, no discussion, voted on, and passed.

Research & Education Director's Report:

Research & Educator Director Becky Livingston mentioned steward training is always the Monday following general membership meeting at 9 a.m. and 6 p.m. at the Union Hall. New steward training information will be given via the website in February 2015.

Industrial Relation's Report:

Industrial Relations Director Melvin Sanders mentioned the history of how the MOU was agreed upon since 1978. The wording of MOU has **not** changed.

Maintenance Director's Report:

Maintenance Craft Director Tom Nanna discussed vacations in maintenance. He and Dave outlined the vacancies on a spreadsheet. He also discussed several vacant bids in maintenance. Nanna asked Barry and Chris to file grievance on the vacant duty assignments.

Motor Vehicle Director's Report:

MVS Craft Director Jeff Cooper stated MVS currently has 204B's and 1723 issues. Drivers want to get out of the union because 204B's are working their non-schedule day as a craft employee.

I give **'kudos'** for my MVS brothers showing up in numbers at the GMM on Saturday, but sometimes the choices have serious consequences (my opinion). Please read your contract on higher level positions. Management will tell you anything. **Read it for yourself!**

Support Services Director Report

Director Orlando Anderson mentioned how the CBA language is very vague and management can interpret. The bidding process in the CBA is vague. We need language that can be clear and concise.

Door Prizes and Members Appreciation

The **\$50 door prize** was won by Robin McCurry (clerk).

There was a **COPA 50/50 drawing** of \$64.50 each, won by Courtney Adams (MVS).

Christmas Raffles: Four Prizes

1 st Prize	Flat Screen TV	Alfred Jones (MVS)
2 nd Prize	Kindle Fire	Shirley Sanders (Retiree)
	Kindle Fire	Wendell Dancy (Clerk T1)
3 rd Prize	\$100 Check	Bob Cook (MVS)

**Ever thought about
being a steward?**
Here's your opportunity
New Steward Training
February 10, 2015
thru March 12, 2015

9 a.m. – 11 a.m.
or
6 p.m. – 8 p.m.
Tuesday/Thursday

**Nominations for Delegates to the
State Convention will be held
at the February 7, 2015
General Membership Meeting**

**Delegate Election for
State Convention
will be**
Sunday March 15, 2015
at
1705 S. Broadway
from
6 a.m. to 6 p.m.

Thank Postal Workers by Fighting to Save the Postal Service

By John Nichols

Postal workers, mail handlers, letter carriers and rural carriers will process and deliver more than 15.5 billion packages, letters and parcels this holiday season. It's intense, demanding, long-hours, late-night and weekend work that keeps the promise of a robust national Postal Service outlined in Article 1 of the United States Constitution.

There is something profoundly wrong — not to mention profoundly absurd — about the notion that any federal official would abandon that promise and the workers who keep it.

Yet that is precisely what is happening. Even as United States Postal Service employees get the job done, with a better track record of care and efficiency than private competitors, the Postal Service itself is under attack. Pressured by extreme demands from Congress and hamstrung by outdated restrictions on how it can operate, the USPS faces financial challenges that are real — but those challenges can be addressed with relative ease. Unfortunately, instead of taking steps to ease the burden it created (with a 2006 requirement that the service prefund retiree benefits for the next 75 years), Congress ignored the issue. The House and Senate passed a "CROmnibus" spending bill packed with giveaways to Wall Street, big banks and big corporations and then quit town.

Congress failed to take what the unions representing postal workers identify as the most necessary immediate step to aid the Postal Service: initiation of "a one-year moratorium

on a reduction in service standards and plant closings." Congress also failed to reach an agreement on a stand-alone postal bill.

Now, argue American Postal Workers Union leaders, "The situation is urgent because the lower service standards are scheduled to take effect on Jan. 5. In addition to disrupting thousands of postal employees whose work assignments will be changed, the reduction in service standards will slow mail throughout the country and virtually eliminate overnight delivery of first-class mail. It also will set the stage for the closure of 82 mail processing plants."

That's a view shared by other major unions that have been working with APWU — the National Association of Letter Carriers, the National Postal Mail Handlers Union and the National Rural Letter Carriers' Association — to save the Postal Service. The unions have won strong support from community groups across the country, from national groups such as the Leadership Conference on Civil and Human Rights, and from responsible members of Congress. Fifty-one senators and 178 representatives have backed a moratorium on closures and cuts.

Yet Congress continues to fail Americans who rely on the service and the communities that will be rocked by the planned closures.

"It's an outrage," says APWU President Mark Dimondstein, "Eight years after Congress made up a fake financial crisis for the Postal Service, its members still refuse to take even the smallest steps to prevent a major hit on this great national treasure."

The fight is not done, however.

The Postal Service still has genuine advocates in Congress — led by Senators Bernie Sanders, I-Vt.; John Tester, D-Mont.; and Tammy Baldwin, D-Wis.; and House members Pete DeFazio, D-Ore.; and Mark Pocan, D-Wis. — who are fighting to prevent closures and cuts. When Congress returns in January, it could still intervene. And the USPS could, and should, delay devastating assaults to the USPS infrastructure and on the workers who maintain it.

"We strongly urge the USPS to delay implementation of any mail processing consolidations until feasibility studies are completed and there has been adequate time for public comment and consideration of those comments," a bipartisan group of senators wrote in a December 1 letter to Postal Service officials. "Completed feasibility studies should include service standard impacts worksheets based on the revised service standards expected to be published on January 5, 2015. There is no reason that the USPS cannot delay its consolidations to provide time for the public to see and comment on the service standard worksheets. It is only fair to allow the process to unfold in this way, and the USPS gains little by deciding to continue the consolidation process on its current, arbitrary timeline."

The senators are right.

For Americans who hope to appreciate the service next holiday season, however, now is the time to thank postal workers by fighting to save the Postal Service.

Reprinted from The Nation

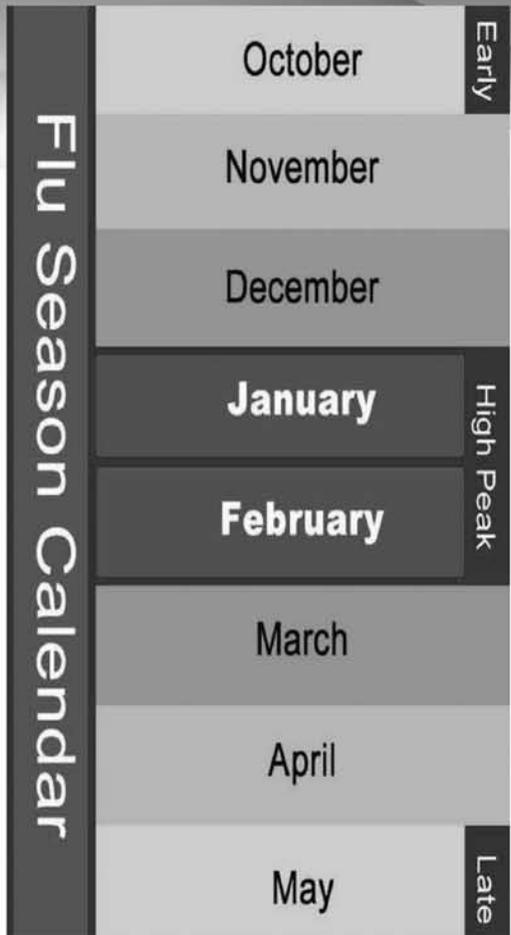
It's Still Flu Season: Get your Flu Shot Today!

According to the Centers for Disease Control and Prevention, about 95 million cases of the flu are reported in the United States annually.

Seasonal flu is a contagious respiratory illness caused by flu viruses. It spreads between people and can cause mild to severe illness. In some cases, the flu can lead to death. In the United States, flu season occurs in the fall and winter. Seasonal flu activity **usually peaks in January or February**, but it can occur as **early as October** and as **late as May**.

Take action by protecting yourself and the people around you. Ways of preventing the flu:

- Getting the flu vaccine is your best protection against the flu
- Practice good cough etiquette by coughing into your sleeve
- Wash your hands often or use hand sanitizer if soap and water aren't available
- Avoid close contact with people who are sick
- Stay home if you're sick and limit contact with others
- Avoid touching your eyes, nose and mouth; germs spread this way
- Clean and disinfect surfaces and objects that may be contaminated with germs



APWU Health Plan Benefits Bulletin: Flu Shots

Flu shots are covered at 100% (in-network) and can be administered at either a retail pharmacy or at your doctor's office.

Get vaccinated today!



APWU
HEALTH PLAN
Together. Better Health.®

www.apwuhp.com
(800) 222-2798

For more information go to <http://www.cdc.gov/flu>

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

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.
- ✓ 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.

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.

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.



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

Jean "Momma" Elcans
Retired Clerk

Clifton Franklin Sr.
Father of Clifton Franklin Jr.
Clerk

Merlene Acey
Step-mother of Cecilia Burgett
Accounting Specialist

Ione Shaw
Sister-in-law of Carla Shaw
Accounting Support Specialist

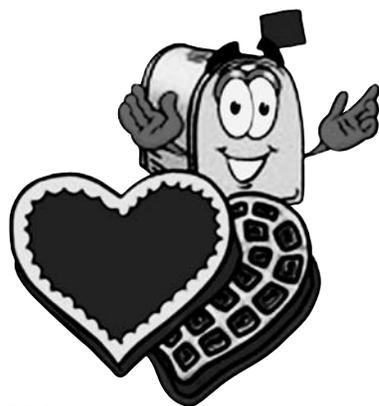
Ann Loretta Cornelia Deken
Sister of Jerry Deken
ASC /Employee

Mildred Reed-Williams
Grandmother of Wendy Scales
Tour 1 Clerk

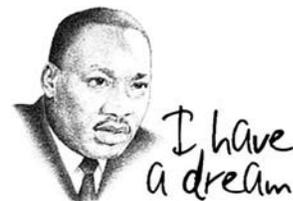
Retired Clerk Desiree Harmon
Grandmother-in-law of
Retired Clerk John Harmon



- | | |
|--------------------|--------------------|
| Adamick, David | Porter, Jamayia |
| Adams, Doris | Ross, Lashana |
| Aubuchon, Heather | Russell, Chance |
| Bhimireddy, Nagi | Sahuri, Dawn |
| Cadamey, Roosevelt | Schafer, Michael |
| Darden, Herbert | Scott, Marvin |
| Dash, Dominique | Shaw, Wilburn |
| Davis, Anthony | Shields, Tenisha |
| Davis, Deborah | Sholy, Roger |
| Dimza, Ann Marie | Slusser, Ed |
| Doss, William | Smith, William |
| Ezell, April | Spencer, Jonathan |
| Haugen, Patrick | Spruill, Willie |
| Helvey, Scott | Stokes, Brittanie |
| Horton, Fanita | Strawder, Shaun |
| Irvin, Jasmine | Tanksley, Shaunda |
| Jordan, Menyoun | Washington, Yvette |
| Martin, Odysse | Williams, Corey |
| O'Neal, Greta | Wilson, Gladnisha |
| Pan, Yu | Xiaolong, Zeng |
| Parks, DeQuaan | Zhao, Xin |
| Phillips, Andre | |



Happy Valentine's Day!



Martin Luther King, Jr.

**He was a hero,
a leader,
a speaker,
a man of great
courage,
and wise.
A coach
and believer,
peacemaker and
preacher,
and equal were all
in his eyes.**

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Shelia Patton-Harris ... Editor
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After Hours (314) 330-9641

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Monday-Friday: 8 a.m. - 5 p.m.
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 1 (Thursday)	New Year's Day Holiday
January 7 (Wednesday)	Executive Board Meeting (2 p.m.)
January 11 (Sunday)	General Membership Meeting (3 p.m.)
January 12 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
January 19 (Monday)	Dr. Martin Luther King Birthday Holiday & Parade
February 4 (Wednesday)	Executive Board Meeting (2 p.m.)
February 7 (Saturday)	General Membership Meeting (9:30 a.m.)
February 9 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)
February 16 (Monday)	President's Day Holiday
March 4 (Wednesday)	Executive Board Meeting (2 p.m.)
March 8 (Sunday)	General Membership Meeting (3 p.m.)
March 9 (Monday)	Stewards' Training (9 a.m. & 6 p.m.)

Nominations for delegate to the Missouri State Convention will held at the February General Membership meeting.

Delegate Election for State Convention will be Sunday March 15, 2015, at 1705 S. Broadway from 6 a.m. to 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.