



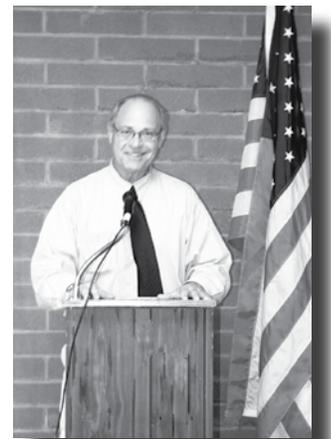
By Frederick Wolfmeyer, President

Greetings to my union sisters and brothers. It is hard to believe that we are already at the end of summer 2014. As I write my article, August is nearly over and the Labor Day holiday is only a week away. This has been a busy summer what with vacation, the national APWU convention and annual union picnic. It has truly seemed that there was something going on each month and at times each week.

I mentioned the APWU national convention above and after preparing for this convention, it went by in a blur. There were several noted speakers from international unions, MSNBC TV's Ed Schultz, politicians friendly to our legislative cause, religious and social justice leaders and even actor and activist Danny Glover. However, the most important business was the book of resolutions. These resolutions come from locals all across the country and deal with what they believe needs to be negotiated with the Postal Service in the upcoming national contract talks to begin in February of 2015.

Other resolutions centered around the financial state of the national union and what needs to be done to address a shrinking membership and dues income, and the expenses that face our national union now and those it will face in the future. Planning is needed now to ensure a strong and viable

union that can offer the representation and negotiation abilities that it will need in the years to come. The APWU national officers' pension is the biggest liability facing our union. There was a recommendation from the Convention Finance Committee and passed by the delegates to form a pension review committee. Its job will be to take a hard look at the existing pension plan and offer ideas on how to reduce this liability and provide solutions on how to fund it. There were a number of resolutions put forth to reduce the number of national officers (NBAs) by not filling vacant national positions. All but one of these resolutions passed. President Dimondstein has promised to work at the national level to reduce the grievance backlog so that the remaining NBAs are not overwhelmed. If he is successful in reducing the backlog the NBAs can continue to provide the good representation they have provided in the past.



The St. Louis Gateway Local Union, your local union,

put forth a resolution and a method on how to reduce the pension liability. It got the attention of all the delegates and several national officers. It was tabled, but it will be brought before the body again in 2016 and could be the answer to the 'legacy cost' (pension) liability. We garnered quite a bit of support, but not quite enough to prevent this resolution from being tabled. The good news about the proposal is that now all APWU locals are aware of the problem and just how much this pension plan is costing the union. I look forward to seeing what solutions the proposed committee will put forth to deal with this liability.

Why Me?

How many times have you felt like saying or did say, why me, while at work? Lately I have been hearing this question quite a lot and it is most often asked when a person calls the hall and asks if they can skip their lunch break. The ELM states you must take a lunch, but you want to go home 30 minutes early, and your union steward tells you that lunch time was a right guaranteed to you after years of fighting and negotiating by your predecessors in the labor movement. You don't like the answer and of course say, "Why me?" However, you must take a lunch as stated in the Postal Service's ELM manual. Do not give up your lunch with "a one click lunch," because you are not only hurting yourself, but all your co-workers too. I wrote on this a few issues back and believe me when I say the mail will be there tomorrow and there will be work tomorrow. Skipping your lunch and/or your breaks will not make the mail go away. What it will eventually do is make your lunch and breaks go away. I had a 'discussion' with one of our MPOOs about this just a week ago and reminded this person that I knew they had a second job and were a member of a union, a union that gave its members two 15 minute breaks and required them to take a 30 minute lunch. I had this discussion with the MPOO because one of the supervisors who they supervise was mad at the union steward for telling him he must stop allowing the clerks to skip or take one click lunches. His answer to this was retaliation. He had his station supervisors tell the clerks they had to work four consecutive hours before taking a break. Sounds like a great opportunity to nominate someone for Knucklehead of the Year.

Now remember, breaks were not specifically mentioned in our contract until the new 2010 agreement, but breaks are to be taken at reasonable intervals, and four consecutive hours of work is not reasonable. So, I reminded the MPOO that the union contract they work under says breaks should be at the two-hour and six-hour marks with the lunch coming after four hours. Of course they got mad at me and said I cannot tell them when to take a lunch or break, but I ex-

pected this response. I told this person that I was not telling them when to take a break or lunch, only to afford their clerks, our members, the same opportunity for breaks and lunch that they enjoy themselves as a union member, albeit at their second job. The bottom line here, sisters and brothers is to take your breaks and lunch just like this good union MPOO does as a member of the UFCW.

"But This Will Prove Your Innocence."

Sisters and brothers, do not buy into the statement above when you are — and I hope you never have to — talking to the OIG agents. These agents are not your friends. Let me repeat that and please let it sink in. The OIG agents are not your friends. Their sole purpose is to find you guilty of something and a polygraph test, which is what I am referring to above, is not necessary to prove your innocence. Polygraph results are inadmissible in a court of law, but the OIG will tell you they are going to help you. As I heard one of them say recently to one of our members, "We have everything we need from you and we are satisfied with what you have told us, but a polygraph test will really show that you are innocent." Well I told them that if they had everything they needed and were satisfied with this member's answers, then why the polygraph? At that point it was over-kill and a way to try to trick the person into talking about other issues or about other co-workers. Oh, they will assure you that they will only ask you specific questions, and as one agent said, "We will walk you through the questions so you feel comfortable." I think that is what Tom Hanks' prison guard character, Paul Edgecomb, said to Delacroix, when he walked him down the Green Mile for a meeting with 'Sparky.' Do not listen to these agents. When you are confronted by OIG agents or postal inspectors, immediately request union representation and then shut up until a steward or officer arrives. That is your right! However, you must ask for representation because if you do not, they can and will continue to question you. If you end up in a room with the agents, do not become engaged in any small talk; do not sign anything; call the Union Hall and then keep quiet. We will come to your work location and represent you.

I think the title of my article says it all — strength through unity. If we all stand together; if we ourselves abide by the contract by taking our breaks and lunches; if we invoke our Weingarten Rights when approached by the OIG and Inspection Service; if we support our co-workers and report management performing our work, we become stronger and our union becomes stronger. I will do my best to represent you, but I need you to stand united with me.

LMOU for IT/AS

Beginning September 8, 2014, the local union will enter into negotiations with postal management regarding the Local Memorandum of Understanding or LMOU. Now that the Support Services craft has ratified their new contract, the negotiation process will start and follow the guidelines of Article 30 of the Support Services CBA. I have sent proposed ground rules to the USPS representative and she has accepted them. We have agreed on the members of our negotiating teams and the dates and times of the meetings. We hope to finish within one or two weeks and sign the new LMOU at that time.

Ferguson Issue

The news in Ferguson has been reported for over two weeks now and has seemingly split the community apart. This is a tragic situation and I must first offer my condolences and support to the family of Michael Brown. I can-

not imagine what it must be like to lose one's child no matter their age. However, I also want to offer understanding and support to the family of Officer Wilson. I cannot with good conscience take sides in this matter, and honestly, I do not believe that is my role, but God's.

Looking at the entire situation, I must agree with President Obama when he said that we cannot use the rioting and protests as an excuse for police brutality. Nor can we use the death of this young man as an excuse to riot and tear apart a community. Cooler heads need to prevail and we need to let our legal process, with all its flaws, proceed in order to investigate and arrive at the truth. Think of it this way; as union people, when an injustice is done, we investigate and look for the facts. We teach our stewards to find the five W's — who, what, where, when and why of all situations. The answer does not come quickly or easily, but it is there and it is our job to find it. Once the facts are found, then the case can come together and justice is served. Let justice be served in Ferguson.



The Special Retirement Supplement

Many of you are approaching retirement. Decisions have to be made that will impact you for decades. Here is another thing that may play a role in your decision concerning retirement. There is a Special Retirement Supplement that all FERS employees should be aware of. A full career FERS employee with 30 or more years of service can retire at their minimum retirement age (MRA) which is between the ages of 55 and 57, depending on the year in which the employee was born. FERS employees with 20 years of service are eligible to retire at 60. No matter what age an employee is eligible to retire under FERS, they are not eligible for Social Security retirement under age 62.

Social Security is expected to be a part of a FERS retiree's benefit package. Congress created a supplemental payment to tide over FERS retirees who chose to retire before they are eligible for Social Security. The name of this supplement is the Special Retirement Supplement (SRS).

The SRS applies to retirees between their MRA and age 62. It is designed to replace the portion of an age 62 Social Security benefit. The SRS is not paid by the Social Security Administration; rather it is paid by the Office of Personnel Management. The retiree would receive the SRS until age 62. The SRS would end at that time whether or not the retiree chooses to apply for Social Security.



Executive Vice President's Report

By Gene Hollenbeck

I recently returned from the National Convention that was held in Chicago, Illinois. There were some great speakers that helped to get everyone motivated. We did a rally at a Staples store. We shut down some of the streets and got a lot of attention for our cause. There was plenty of business to be conducted and we got most of it discussed and acted on. But once again, we ended up with the acceptance of the committee's reports in TOTO. So, some of the issues were not discussed. I will say that most of the reports that were accepted in TOTO had already been acted upon by the dif-

ferent crafts in their respective craft conferences on Saturday and Sunday prior to the convention. Any member that would like to see the resolution book showing the items that were discussed at the convention can come by the union office and look at my book.

There is no new information on the conversion of PSEs. We are still waiting on management to agree to the number that will be converted and then when it will happen. They do not seem to be in any hurry to complete this process.

Congratulations to the Support Services Division on their recently

ratified National Agreement. Good work to all involved. Now is the time to move forward.

It's time to start thinking about next year's vacations. We will be meeting with management to get the process for selecting vacations started. Our Local Memorandum of Understanding requires that the vacation process begin the first week of November with the first two rounds to be completed by December 31. All rounds are to be completed by January 31. The leave year begins the first full pay period in January thru Friday of the first full week in December and December 26 thru January 1.

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Secretary-Treasurer's Report

By Robin Robertson

Special prayers go out to everyone in the Ferguson, Dellwood and Jennings communities. "We love you." I pray all is well in everyone's household. As a union member and/or activist, please continue to pray for solidarity within our community and local.

Everyone has his/her opinion on how the local is run financially but guess what, my brothers and sisters, we are currently financially "**sound**"! It is not what I heard, it's what I **know**!

After attending the APWU's 22nd Biennial Convention in Chicago, Ill., I appreciate how our president, Fred Wolfmeyer, runs a tight ship. Our Trustee/Budget Committee members (one person from each craft) review our local financial books quarterly and complete a physical inventory each year.

Two years ago the membership agreed to downsize from three full-time officers to one full-time officer. The executive vice president and the secretary-treasurer are part-time positions. Some locals across the country, with less members, still have several full-time officers because of past practice. My brothers and sisters **past practice** will eventually put the local and/or the national in a financial bind.

During the convention the delegates accepted the financial report without asking questions about our "Legacy Program" and/or APWU Pension Plan for the national officers and local presidents (who would like to contribute or participate). Again, I

am truly grateful that our local president, Frederick Wolfmeyer, is **not** part of the APWU Pension Plan. As of December 31, 2013, APWU contributed up to 27 percent to the APWU Pension Plan.

Several NBA positions were **not** passed due to the "legacy costs" issue. No one wanted to address this issue to the convention and voted to allow a special financial committee review and report the findings at the 23rd Biennial Convention. Official business is conducted **only** during the biennial conventions, meaning the delegates have given the National Executive Board **sole** responsibility to vote for or against the findings of the special review committee. Meaning this "**big elephant**" issue will **not** be rectified until 2018.

These "legacy costs" issues affect the Generation X retirement at the APWU national level. In my opinion the baby boomers are sitting "**fat**"

and Generation X has to come up with a plan B so that they can retire comfortably.

Several months ago, our industrial relations director, Melvin Sanders, sat me down and we reviewed several locals' LM2 reports throughout the Great Lakes District within the APWU with the same or fewer members. Most of these unions were financially strapped because they're paying full-time officers, and executive board directors are getting a small salary on top of that. I am proud to say thank you to my predecessors, current President Wolfmeyer and previous presidents of the local that have told me personally you need to follow the five golden rules:

1. The Law
2. The Constitution
3. The Vote at a Membership Meeting
4. The Vote at an E-Board Meeting
5. The Budget



Postal Workers Building Corporation Shareholders Meeting

will be

Wednesday, October 8, 2014

4:30 p.m.

at

The Union Hall

**Editor's***By Shelia Patton-Harris**Corner*

Let us pray for Michael Brown and the citizens of Ferguson, Dellwood, Jennings and all of North County. We must pray for peace and reconciliation.

I was privileged to attend the National American Postal Workers Union Convention in Chicago. I was asked to serve on what is known as the Appeals Committee. If a local cannot settle a matter within the local, the last resort is to bring the dispute before the convention and allow them to settle the matter. The committee's job is to make a recommendation on the issue before it is brought before the convention. The Appeals Committee is a very interesting appointment allowing the members to view the different problems that arise within the locals.

Some of the issues involved large sums of union money. In one local the money involved was in excess of \$80,000. There were pay disputes and arguments concerning benefits for the officers. Many times things are

not what they appear to be on the outside. We were surprised and dismayed with some of the situations we were asked to make recommendations for.

A point of personal pride is the way our local is ran. We have no financial issues and most of our problems are handled within the local. This local is run in a professional manner. Many locals in other parts of the country would love to have a local like St. Louis.

After spending almost two weeks working on the committee, we were brought onto the convention stage to make our report. Our recommendations were accepted in TOTO. This means our recommendations were not discussed, but passed by the body.

The convention is a good way to see what's happening with other locals across the country. Problems we face here in St. Louis happen just about everywhere. Some problems are unique to a certain area but are fascinating to discuss.

**Motor Vehicle Service***By Jeff Cooper*

The membership of the motor vehicle craft is roughly 89 percent, so there is room for improvement. The MVS division is vital to our existence. Members are encouraged to attend union meetings or any event that will keep you abreast to current events.

Article 39.1.B.7.e establishes the method for converting to career employment, PSE tractor-trailer operators to full-time status. Conversions to full-time vacancies will be made as follows: When the opportunity for conversion is to a vacant tractor-trailer duty assignment, the PSE who is qualified to operate a tractor-trailer — regardless of salary level — with the highest standing on the roll, will be converted and placed into the vacant position.

This is an example of one of many articles that your stewards are working to get members converted to full-time status and to enforce the contract to the best of our ability. I know you have a lot of questions and you ask other drivers what is going on. Your MVS stewards have the resources that will answer a great deal of your questions, so don't hesitate to get the correct information that is needed.



APWU ANNUAL PICNIC

AUGUST 17, 2014





Associate Office Report

By Becky Livingston

I am just back from the American Postal Worker's National Convention and I think I need to address some of the concerns that seemed to be repeated throughout the course of our time spent with other union members from around the country. Since when have we had to fight amongst ourselves about whether we want to take a lunch or our designated breaks? Some of us are being told exactly when they must take a lunch and some are being given the option — out of the kindness of management's heart — on whether to take a lunch or work straight through and go home early. Keep in mind that all of this is happening within the same installation. Really, folks!

Everyone needs a break throughout the day. Not taking a break or lunch benefits the post office because the staffing of all associate offices is not at compliment. The one-click lunch — or as most of us call it the 8:01 rule — is not recognized by the American Postal Workers Union and is a violation of the ELM — Employee, Labor Relations Manual. According to ELM 432.33 Mealtime — Except in emergency situations or where service conditions preclude compliance, no employee may be required to work more than 6 continuous hours without a meal or rest period of at least ½ hour. This does not say 15 or 20 minutes off the clock and still continue to work the window because there are not enough clerks to cover lunches. This does not say to work continuously for 7 hours and then take your lunch and breaks at the end of your shift when all of the work is done. This does not say to work straight through and give up breaks and lunches so we can go home early. Our union brothers and sisters from years ago fought long and hard to negotiate breaks and lunches and we are giving it back. This is wrong. What makes it okay if we think they are **letting** us do this versus **making** us miss breaks and lunch?

I have been successful over the last few months on having clerks compensated for missed breaks and lunches. They deserved this extra compensation. The clerks were left alone in offices with no one to relieve them for lunches or breaks and all management could say was they had no one to cover the office. These offices are the same offices that have residual bids that have been vacant for over a year and they still refuse to convert PSEs to career to fill these positions. These offices have had vacant PTF positions for years yet management claims they

have no one to fill these positions. We have PSEs that are only receiving a few hours a week because management refuses to convert the PSEs to these positions. What about the offices that do not qualify to have a PSE work the window? There is a PTF vacancy and management is working the PSE at the window in violation of the contract.

They must pay the career clerks in those offices over-time for every hour worked by that PSE. Management states it is cheaper to pay the grievance than convert the PSE into a career position. This is not just happening in St. Louis. This is happening around the country. It is going to take all of the clerks following the contract, taking designated breaks and lunches and filing grievances if we are not being allowed to take those breaks to convince management to fill these bids and give the PSEs the opportunity to make career.

Recently several offices have had major issues regarding bids and postings. I understand that a lot of the Area 1 post offices have recently gone to automated bidding and it has definitely caused a lot of pain and suffering in the offices among folks who just want to move to different jobs that will enhance their quality of life at work and at home. Major issues and communication problems between HRSSC and management at all levels have caused these issues. Not the union. Management is required to send copies of the notices to the union. They are not required to ask our opinion on how to staff the office or what positions they need to fulfill the operational needs of the office. The only time the union gets involved is when the bids are posted incorrectly. Folks, these jobs are game changers. They can affect every aspect of your life. These bids are your rights as established in the contract and everyone should have the correct information on the bids to make these important decisions. The union was just involved in an e-reassign nightmare and it could have ended a lot differently for the clerks involved. This was all due to bids being posted incorrectly. Management cannot post a bid stating 5a.m. – 1:30 p.m. then get someone in the bid and state, "Oh, by the way, that is not what we need. We really need you to work 7:30 a.m. to 4:30 p.m. and 8:30 a.m. to 5:30 p.m. on Saturday. We are going to make you an unassigned regular, after being in that office for one day and the change is effective immediately." Management actually thought this was okay. After a long hard week the clerks involved were allowed to return to their former bids. The union or management never did establish where the mistakes were made. The problems started right from the beginning when the posting was put up on automated bidding. The bids need to be posted correctly. **No exceptions!**

I hope everyone had a wonderful summer and I will be planning another associate office meeting for sometime in November. Please keep me informed of what is going on in your offices. The job you save may be your own.



We Have a Contract

By Orlando Anderson, IT/ASC Director

Hello again sisters and brothers of support services. I would like to thank you, the members from St. Louis IT/ASC; Eagan, Minn.; San Mateo, Calif.; and Wilkes Barre, Penn. It's because of you that support services now has a ratified collective bargaining agreement (CBA). It's been a long time coming, but with the hard work of Support Services National Director Steve Brooks and the local presidents from each center, as well as the national officers and staff, we have prevailed.

This contract is backdated and covers a period from January 20, 2011, through January 20, 2016. Although everything could not be accomplished that we would have liked during this round of negotiations, I believe that we have achieved most of our goals. As with all federal agencies and all other postal unions, we had to accept a two-year wage freeze which covered 2011 and 2012. However, we will receive retroactive pay for January 2013 equal to 1 percent and January 2014 equal to 1.5 percent of the basic annual salary. Additionally, the retro pay will include five missed cost of living allowances (COLA) for March 2012, September 2012, March 2013, September 2013 and March 2014. We will also receive additional COLAs in September 2014, March 2015, and September 2015. Along with these cost of living increases we will also receive a 1 percent raise in January 2015. The retro pay is scheduled

for PP20 and will be included in the paycheck. If for any reason payroll has a problem, the retro will be paid in PP23, 2014.

This contract also provided for additional steps to be added to the pay scale for levels 13-16. Note: If you have been at the highest step for more than a year, you will receive the additional step effective October 4, 2014. If you have been at the highest current step for less than 52 weeks, you will receive the additional step at the time you complete one year in the current step.

The IT department received a 5 percent pay increase for entry-level positions in order to be competitive in the market and to attract new hires.

There are some upgrades and career ladders included, such as IT level 22s will be upgraded to level 23, most level 13 will have career ladders to level 14 in payroll after two years as a 13, TACS and accounting help desk personnel will have career ladders to level 15 after 1 year as a level 13. Level 7s will be upgraded to level 9 and level 10s will be upgraded to level 11.

The AWS (alternate work schedule 10/4) program is no longer a pilot and is now a part of the contract, which allows for grievances to be filed if necessary.

These are a few of the benefits that this CBA brings to support services. There are others and if you have questions, please contact me, your steward, or the Union Hall. You can also refer to the copy of the CBA that you should have received in the mail. If

you did not receive one, please notify your steward.

Some have mentioned that a select group did not receive much in this CBA. I would like to explain a little on how negotiations work. The union will define needs for specific areas and put forth those proposals. We will never be able to go into negotiations and obtain everything that we desire. Therefore, we set goals and target areas a little at a time. The good news is that we start negotiations for the 2016 contract in the fall of 2015 and we will address other areas that were not addressed in this round. I do not anticipate a delay in obtaining a new contract for 2016. If you have concerns that you would like addressed, please let us know early enough so the proposals can be reviewed by the union's negotiation team to determine if it has merit to put forth.

We will enter in local negotiations starting September 8, 2014, for the Local Memorandum of Understanding (LMOU) led by President Fred Wolfmeyer as lead negotiator. I'd like to thank all of support services stewards for the work they do in policing the contract and the work done during the ratification vote. Much thanks to the Election Committee for providing a fair and professional election on August 7.

One last note! Members, please assist the stewards as we try to convince the **non-members** why they should be members. Tell them that you don't like it when they piggy-back off **you**.

1898 Postmaster Lynching

Every issue I try to bring you historical facts pertaining to the Postal Service. This issue, the 1898 lynching of a postmaster is the topic.

In the early hours of February 22, 1898, a lynch mob set fire to the Lake City, South Carolina Post Office and aimed their guns at the front door. Postmaster Frazier B. Baker and his family faced death running through gunfire on their only escape route from the post office that doubled as their home. The mob shot Baker and his two-year old daughter Julia dead. Shots injured his wife, Lavina; daughters Rosa and Cora; and son, Lincoln; but daughters Sarah and Millie were not hit.

Baker's July 1897 appointment as the first African-American postmaster in the predominantly white community of Lake City sparked months of violent incidents against him. Baker's post office mysteriously burned and shots were fired at him. The residents filed complaints about his performance as postmaster but postal inspectors determined the allegations were unfounded. The community's racial prejudice boiled over into anger and bitter resentment of an African American in a prominent job — a not uncommon reaction to the changing times in the South.

The tragic attack stirred media attention, public outcry, and charity efforts for the Baker family survivors. When the state failed to prosecute the mob, the federal district attorney and postal inspectors took on investigating Frazier Baker's murder. Securing witnesses proved to be the hardest challenge. Neighbors stayed tight-lipped, unwilling or scared to inform on each other. Arrests and charges were made on a total of 13 men, two of whom offered to testify in return for protection and not be prosecuted.

For the gruesome killing of a federal employee, the accused were indicted on 24 counts, including "a conspiracy to injure and oppress Frazier B. Baker in the free exercise" of his civil rights. Twenty-three of the counts charged conspiracy, but the count for the destruction of the mail did not. The trial started on April 10, 1899, in the Federal District Court of Charleston, South Carolina. Three of the men were found not guilty, but the all-white jury remained deadlocked on a verdict for the other eight. The judge declared a mistrial and the federal prosecutors did not reopen the case.



"The Mob at the Lake City Post Office--An Artist's Portrayal," reproduced from the Boston Post, 10 August 1899.

Someone Else Passed Away

The union is saddened to learn this week of the death of one of our most valuable members — Someone Else. Someone's passing created a vacancy that will be difficult to fill. Else had been with us for many years, and for every one of those years, Else did far more than a normal person's share of the work. Whenever leadership was mentioned, this wonderful person was looked to for inspiration as well as results. Whenever there was a job to do or a meeting to attend, one name was on everyone's list: "Let Someone Else do it."

It was common knowledge that Someone Else would make up the difference. Someone was a wonderful person, sometimes appearing superhuman; but a person can only do so much. Were the truth be known, everybody expected too much of Someone Else. Now Someone Else is gone. We wonder what we are going to do.

Someone Else left a wonderful example to follow, but who is going to follow that example? Who is going to do all the things that Someone Else did?

So, when you are asked to step up to the plate and volunteer to help in one way or another, remember: We can't depend on Someone Else anymore.



Reprinted from the Coastal Breeze



By Shelia Patton-Harris

Well, there was another Labor Day Parade. Locals from across the area had vans, cars, trucks and buses marching proudly in the parade. They came out to show support for their unions. Once again the APWU had a miserable showing. The letter carriers had 50 people marching in the parade. The APWU had less than 20.

When will we realize that we are being watched? If less than 20 people care enough to participate in a show of solidarity, why should anyone else care about our issues. How can you expect the public to support our efforts when postal workers don't?

I know you think that we are bullet-proof. We are one bill away from losing everything the union has fought for over the last 40 years. Collective bargaining is on the chopping block. Without that, we would be at the mercy of Congress. No-layoff protection would be out the window. Negotiations for

the next contract will begin soon. We need to show a position of strength. We need to show that we are ready to fight to maintain the Postal Service as it has been. We need to let the public know that we will not go away.

The carriers know the precariousness of our position. They know that if we go to a five-day delivery system many of their jobs will be eliminated. That's why they showed up to let everyone know that they value their jobs and they will stand up and fight to maintain them.

Thanks to all of you who did take the time out of their busy schedules to march on Labor Day. Your support is greatly appreciated.

There is no guarantee that no matter what we do things may still not go our way. If things change to our detriment at least we can say we gave our best effort. We didn't lie down like dogs and let Congress steam-roller us. We stood up.

Maintenance News

By Tom Nanna



Custodian News

The APWU and the postal management recently agreed to modify the MS-47 manual. This is the operating procedural manual used by the Postal Service for custodial maintenance. As per the information letter put out by the APWU some of the highlights of the Memorandum of Understanding (MOU) are:

- APWU enforcement of the staffing results
- The prohibition against disciplining custodians
- The use of "Team Cleaning Specialist"
- The requirement to include all duties custodians perform
- Revised performance standards based on ISSA 540 standard

An automatic penalty for failing to perform the custodial work determined at the end of the fiscal year. The full text of the MOU can be obtained from the APWU website.

With the signing of this MOU as of the end of the fiscal year (September 30) the postal management will provide the APWU with documentation as to the amount of bypassed custodian work. The way this works is management must prove that at least 90 percent of the custodial work is being completed. If the 90 percent is not met, then the amount of work below that threshold is calculated and paid to the custodians identified by the union at the appropriate rate of pay. (Identification will probably be with the seniority list as of October 1). It will be up to the individual custodians to make sure that their daily worksheets are accurate. If you as a custodian are signing off more work than you can do in a day or not properly identifying work you perform, you can bet that management will be able to hit the 90 percent completion rate and you will get paid nothing.

PEM Shop News

The union was successful in identifying higher level work that was being performed by lower level employees. Management, in order to properly cover this work, has reinstated the PEM Shop level 9 bid. This bid is currently posted and available to any level 9 PEM employee.

BEM News

There are currently over 400 subcontracting CBA Article 32 grievances waiting to be heard at Step 2. Most of these grievances have been filed within the past year and there are probably a lot more that the union never became

aware of. The union is now in the process of identifying and categorizing these grievances, i.e.: roofing, HVAC, or general repairs, to prep them either to be settled at step 2 or moved to the next step.

PEM News

As of now we still have two employees from Carbonale, Illinois, working in the P&DC. We have grievances filed on them being detailed in this installation but management is at a loss as to what to do with them. So you will probably be seeing them here for a while. The rumor mill has been putting out information that we may be going to a 20-hour run time with a 4-hour maintenance window starting at four in the morning. The implementation of this was supposed to be in January 2015. This issue was discussed with Bill Dorsam and he stated that In-plant Support was tasked with coming up with a matrix for a 20-hour run tour but beyond that there is no time table for implementation or information that was provided to him. According to Dorsam, anything that would occur would be contingent on getting the delivery standards changed. Unless there is a drastic change in Congress there will be a hard time getting that accomplished.

General News

Back in January of 2014, Dean Hathaway took on the herculean task of trying to get issued or corrected form 50s for several employees. The issue has taken on a life of its own, growing more complex and expansive the more he delved in to it. Since shared services left this building, the knowledge of how to properly initiate a form 50 for promotion went with them. Over these several months Dean and Bill Dorsam have been meeting, (although not as often as the union would have liked), to not only to get these form 50s issued but how to get it done correctly. On September 4, 2014, Tom and Dean met with management for the weekly step 2s with the major topic of discussion to be form 50s. Out of this meeting a settlement was reached and is now in its final stages. Those who are due monies will be paid and those who were overpaid, (yes there are a few), will not have to take on the burden of repayment for something they had no control of. Due to the complexity of some of these grievances not all were settled. If you want to know the status of your form 50, stop by the union office.



Bass, Ebony	Harness, Myreisha	Marzucio, Richard	Sanders, Jessica
Black, Jonathan	Harris, Donna	McNeely, Dominique	Smith, Adrian
Butler, Keith	Harris, Kristine	Meyer, David	Spight, George
Campbell, Mathew	Harvey, Cortnee	Moore, Jamar	Strickland, Amber
Cato, Zachary	Homrighause, Dennis	Morris, Brianne	Watson, Charyse
Conner-Boyd, Deniece	Jones, Quintin	Nelson, LaTasha	West, Amissa
Dixon, Kletasha	Kapp, Marcia	Peete, Darnell	Wilburn, Aleisha
Hardrict, Vaughn	Manwell, Grant	Rainey, Mellonie	

Fitness May Boost Kid's Brainpower

By Randy Dotinger

Exercise and brainpower in children may not seem closely related, but a small new study hints that fitness may supercharge kids' minds.

The finding doesn't prove that fitness actually makes children smarter, but it provided support for the idea, the researchers said.

"Our work suggests that aerobically fit and physically fit children have improved brain health and superior cognitive skills than their less-fit peers," said study author Laura Chad-dock-Heyman, a postdoctoral researcher with the department of psychology at the University of Illinois at Urbana-Champaign. "Hopefully, these findings will reinforce the importance of aerobic fitness during development and lead to additional physical activity opportunities in and out of the school environment."

The researchers launched their study to gain more insight into the connections between fitness and the brain in children. Other research has connected higher levels of fitness to better attention, memory and academic skills. And two recent studies found that fit kids are more likely to have better language skills and do better on standardized tests for math and reading.

But there are still mysteries. While moderate exercise boosts brainpower for a few hours — making it a good idea to work out before a test — it is not clear how fitness affects the brain in the long term, said Bonita Marks, director of the Exercise Science Teaching Lab at the University of North Carolina at Chapel Hill. "The chronic impact is less certain and, for health, really the key for future research and health management," she added.

The new study didn't examine any thinking skills, but instead looked only at the brain's "white matter," which helps different brain regions communicate with each other. The researchers scanned the brains of 24 kids aged 9 and 10, and found that white matter was different in the fitter kids, potentially a sign of better-connected brain.

Reprinted from APWU Health Plan News



Special thanks to all my APWU family!!! Family Day 2014 was a success!!! I truly appreciate all the volunteers, vendors, Persons' (catering), MVS (cooking), and incredible events for the mini carnival. The members and retirees made this day a success!

"Success and Solidarity Work Hand in Hand!" #Unionsolidarity

*Robbie Robertson
Solidarity Rocks!*



Retirees at the APWU Picnic

**ATTEND
YOUR UNION
MEETINGS
AND MAKE
YOUR VOICE
HEARD!**



**Free Health Screening
Will be Offered
at the
October 20
Steward Training
at 9 a.m. and 6 p.m.**

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GATEWAY LOCAL CALENDAR

Sept 14 (Sun)	General Membership Meeting (3 p.m.)
Sept 15 (Mon)	Steward's Training (9 a.m. & 6 p.m.)
Oct 8 (Wed)	Postal Workers Building Corp. meeting (4:30 p.m.)
Oct 13 (Mon)	Columbus Day Holiday
Oct 15 (Wed)	Executive Board Meeting (2 p.m.)
Oct 18 (Sat)	General Membership Meeting (9:30 a.m.)
Oct 20 (Mon)	Steward's Training (9 a.m. & 6 p.m.)
Nov 11 (Tue)	Veterans Day Holiday
Nov 12 (Wed)	Executive Board Meeting (2 p.m.)
Nov 16 (Sun)	General Membership Meeting (3 p.m.)
Nov 17 (Mon)	Steward's Training (9 a.m. & 6 p.m.)
Nov 27 (Thurs)	Thanksgiving Day Holiday

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.