

Contradiction in Terms

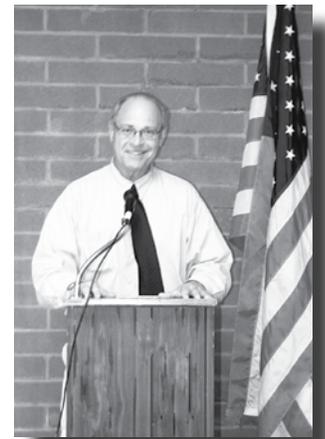
By Frederick Wolfmeyer, President

Summertime and the livin' is easy. Hello sisters and brothers. Yes, summertime is upon us again, but I do not believe that we can say the livin' is easy. In April we saw the U.S. Senate amend, debate, and then pass a somewhat palatable version of Senate bill 1789. While the final version of the bill is not everything the APWU would have liked, it is something that will help the ailing Postal Service and retains our collective bargaining rights. Our Missouri senators did not agree with each other on all the amendments, however, both did vote for several amendments that were helpful to the union. Who voted for most issues helpful to us? Claire McCaskill. Now this bill goes to the House of Representatives to be debated and most likely amended. This is where we all can control our own destiny. We all need to contact our representatives in the House, and tell them to pass this bill. We must tell our congressmen that the bill sponsored by Rep. Darrell Issa and Dennis Ross is not an option. That bill, H.R. 2309 is destructive and will harm the Postal Service and our collective bargaining rights. We need to keep the pressure on by calling and writing our representatives and having our friends and families do the same. We have sample letters at the Union Hall and the phone numbers of the congressmen are listed on page 6 of this issue of the *Press On*. Our jobs depend on all of us taking action on this matter.

Recently, I attended a district labor management meeting held at the NDC. Most unions were present, however, management apparently forgot to invite the NDC APWU local and the St. Charles APWU local. However, neither of these two locals missed very much. The district labor

management meeting is actually management's opportunity to put on a show. The agenda is selected by them and is filled with slide presentations showing what dire straits the Postal Service is in financially.

Management presents its reasoning (flawed as it is) as to why it needs to close post offices and processing centers and why a reduction of service standards is the best for all concerned. Finally, we heard from their marketing manager, who stated the service needs to bring in more revenue. This was the only point of their presentation that made any sense and is one that is not heard very often. What is disturbing about this is that the service very rarely talks about a plan to generate revenue. This very issue is what perplexes many members of Congress as well. Senator Bernie Sanders, Ind-Vt., has questioned the service about this on several occasions, but the service consistently speaks about cutting jobs, costs and service standards, and never seems to address ways to generate revenue to bring more money into the Postal Service. Unfortunately, the message at the district meeting was no different with the exception of the presentation of their marketing manager. As I stated in my last article, the service will never change their financial outlook if they increase prices and lower their service standards. This philosophy runs contrary to what all businesses try to do. In Economics 101 the formula for success in business is offer the best service for the lowest price. Generate revenue and new customers by offering better service and more innovative products than your competitors and you will succeed. However, the



Postal Services is embracing a plan that does the opposite and then states that its plan will return it to profitability. The service is dead wrong. The service's philosophy equates to postal customers paying more and receiving less and if this is the business model the service plans to espouse, we are all in trouble.

Earlier I spoke about our two Missouri senators. What I did not mention is that Senator Durbin from Illinois also supported our position. What we should all do is send a thank you letter or call the Senate switchboard and tell our senators, thank you. All three also signed a letter that was sent to Postmaster General Patrick Donahoe urging him to

extend the moratorium on post office and processing center closings and/or consolidations. There has been no acknowledgment from PM Donahoe as of this writing. What the senators are asking, is for a little more time for the two bodies in Congress to fashion and pass legislation to help the Postal Service, however, if the PM does not agree to extend the moratorium, then we will see over 200 post offices and several processing centers close as of May 16, 2012. Let's hope this does not happen.

As I said earlier, summertime is here again (and too quickly), and I hope all of you and your families have a safe and enjoyable summer.

Service is Our Business — Our Only Business

By Melvin Sanders, Executive Vice President



In 1971 our employer's name was changed from the United States Post Office Department to the U.S. Postal Service. For years, the managers preached to us that the key word in this change was service. The U.S. Postal Service's number one goal is to serve the public. Well, how can we serve the public if the public is buying stamps at Walmart, Walgreens and Little Sonny's Liquor and Rib Shack?

You don't save money by giving your work away to other companies. For years there were post offices in every city and town in America. The post offices were referred to as the gathering place and served as the lifeline of America. Ever since the pony express, everyone was guaranteed to receive mail at their residence or place of business in a timely manner and received service with a smile. Closing thousands of post offices and replacing career employees with minimum wage zombies is not good for the service and not good for the country.

Who could come up with such an evil and disastrous plan? Well, to paraphrase Ebenezer Scrooge, "They should be boiled in their own pudding and buried with a stake of holly in their heart."

All of the scientists were wrong. It was not the end of the world the Mayans were trying to warn us about in 2012. It was the end of the Postal Service. So where did the Mayans go ... they're out looking for a post office.



Tax Day Rally

On April 17, 2012, several other unions joined with APWU for a tax day rally to support our efforts to save the Postal Service and highlight corporate greed. We then came to the Main Post Office to pass out leaflets stating our position and waved signs and banners asking the public to help in our efforts to preserve the Postal Service as we know it.



Labor Management Reporting and Disclosure Act as Amended in 1959

By Tom Nanna

Title I-Bill of Rights of Members of Labor Organizations



Bill of Rights

(29 USC 411)

Sec. 101 (a)(1) EQUAL RIGHTS — Every member of a labor organization shall have equal rights and privileges within such organization to nominate candidates, to vote in elections or referendums of the labor organization, to attend membership meetings and to participate in the deliberations and voting upon the business of such meetings, subject to reasonable rules and regulations in such organization's constitution and bylaws.

(2) FREEDOM OF SPEECH AND ASSEMBLY — Every member of any labor organization shall have the right to meet and assemble freely with other members: and to express any views, arguments, or opinions: and to express at meetings of labor organizations his views, upon candidates in an election of the labor organization or upon any business properly before the meeting, subject to the organization's established and reasonable rules pertaining to the conduct of meetings: *Provided*, that nothing herein shall be construed to impair the right of a labor organization to adopt and enforce reasonable rules as to the responsibility of every member toward the organization as an institution and to his refraining from conduct that would interfere with its performance of its legal or contractual obligations.

(3) DUES, INITIATION FEES, AND ASSESSMENTS — Except in the case of a federation of national or international labor organizations, the rates of dues and initiation fees payable by members of any labor organization in effect on the date of enactment of this act shall not be increased, and no general or special assessment shall be levied upon such members, 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 ref-

erendum conducted by secret ballot; or (B) in the case of labor organization, other than a local labor organization or a federation of national or international labor organizations, (i) by majority vote of the delegates voting at a regular convention, or at a special convention of such labor organization held upon not less than 30 days' written notice of the principal office of each local or constituent labor organization entitled to such notice; (ii) by majority vote of the members in good standing of such labor organization voting in a membership referendum conducted by secret ballot; or (iii) by majority vote of members of the executive board or similar governing body of such labor organization, pursuant to express authority contained in the constitution and bylaws of such labor organization: *Provided* that such action on the part of the executive board or similar governing body shall be effective only until the next regular convention of such labor organization.



What Do You Do When Things Go Wrong?

By Shelia Patton-Harris

In order for a claim to be accepted under the Federal Employee's Compensation Act (FECA), the claim must meet five basic elements.

1. The claim must be timely filed.
2. It must be made by a federal civil employee.
3. It must establish fact of injury, which has both a factual and medical component — factually, the injury, accident or employment factor alleged must have actually occurred; medically, a medical condition must be diagnosed in connection with the work duties or event.
4. The employee must have been in the performance of duty — the medical condition must have arisen during the course of employment and within the scope of compensable work factors.
5. The medical evidence must establish that the diagnosed condition is causally related to the work incident or factors.

If you are injured on the job, try to obtain statements from anyone who witnessed the accident. Make sure your supervisor fills out a CA1 for a traumatic injury. If it is an occupational disease, document how long you performed the work that you think caused the injury. You will need a medical diagnosis for either a traumatic injury or occupational disease. Pain is not a diagnosis. Having your doctor say that you have lower back pain is not sufficient. Your doctor has to give a specific diagnosis for your claim to be accepted — torn rotator cuff, fractured femur, carpal tunnel, etc. To get approval for a claim, you have to have been performing your

duties when the injury occurred. Falling in the 16th Street garage would not be an accident that would be approved. The really big one is showing cause and effect between your injury and your job. Your doctor must say that the problem is a direct result of your job duties. He can't simply say that he "suspects" that your keying on the LSM for 15 years may have caused your carpal tunnel injury. He has to say that the LSM duties are the cause of your carpal tunnel.

Speaking of doctors, remember you have the right to go to a doctor of your choice. You do not have to continue treatment with the post office doctor unless that is your decision. The initial exam after a traumatic injury is through the post office doctor but you can elect to see your private doctor or another physician.

Another area of confusion is continuation of pay (COP). If you have a traumatic injury and you have to be off work, you can be covered under COP for the first 45 days. But, you cannot claim COP for an occupational disease

or if the injury occurred longer than 30 days prior to the request for COP. Don't think your claim has been approved simply because you are receiving COP. If your claim is not approved you will have to repay any money you receive from COP. There are two types of compensation, COP and FECA. COP is paid by the Postal Service. FECA is paid by the Office of Worker's Compensation. If you got injured in 2008 and had to take off in 2009, you would not be covered by COP but by FECA and would need to fill out a CA 7 to receive compensation.

Keep copies of everything that pertains to your claim. Correspondence from OWCP should be put in a file folder along with any other pertinent documentation including doctors' statements. Make sure you include your claim number on all information sent to OWCP.

If you have questions about an on-the-job injury, worker's compensation or occupational disease, please contact me, Shelia Patton-Harris, at 314-341-2797 during business hours.



Save America's Postal Service

By Gene Hollenbeck, Director of Research/Education and Legislation



By now most of you have heard that the Senate has passed S. 1789. This is a step in the right direction to save the Postal Service.

Now it is time for the House of Representatives to take up this issue. They have not given any indication how they will proceed at this time.

The House of Representatives could consider H.R. 1351, H.R. 2309, or S. 1789.

H.R. 1351 has more than half of the members of the House as co-sponsors, and is supported by postal unions. Rep. Darrell Issa, the chairman of the House committee over the Postal Service, has refused to allow it to come up for a vote.

H.R. 2309, a bill sponsored by Rep Darrell Issa, R-Calif., and Rep. Dennis Ross, R-Fla., which would destroy the Postal Service, could be voted on very soon.

S. 1789 as amended, has been passed in the Senate. This bill will return \$11 billion in overpayments to pre-fund health-care benefits for future retirees, and spread the payments over 40 years instead of the current 10 years. This will also reduce the funding mandate from 100 percent to 80 percent.

The Senate heard our voices and those of our customers. Now it is time to let our representatives hear our voices. We must double our efforts to Save America's Postal Service. Take the time to write, phone and email your representatives and tell them to vote for H.R. 1351. We have to get our families, friends and co-workers involved to save our jobs.

For the latest information go to: www.apwu.org. To contact your representative go to: www.house.gov or see below.

MISSOURI

Senator Claire McCaskill
 5850A Delmar
 St. Louis, MO 63112
 314-367-1364

Senator Roy Blunt
 7770 Bonhomme
 Suite 315
 St. Louis, MO 63105
 314-725-4484

Representative Russ Carnahan
 8764 Manchester Road
 Suite 203
 St. Louis, MO 63144
 314-962-1523

Representative William "Lacy" Clay
 625 N. Euclid
 Suite 326
 St. Louis, MO 63108
 314-367-1970

Representative Todd Akin
 301 Sovereign Ct.
 St. Louis, MO 63011
 314-590-0029

Representative Blaine Luetkemeyer
 516 Jefferson
 Washington, MO 63090
 636-239-2276

ILLINOIS

Senator Dick Durbin
 250 West Cherry St.
 Suite 155-D
 Carbondale, IL 62901
 618-351-1122

Senator Mark Kirk
 607 East Adams
 Suite 1520
 Springfield, IL 62701
 217-492-5089

Representative Jerry Costello
 144 Lincoln Place Court
 Suite 4
 Belleville, IL 62221
 618-233-8026

Representative John Shimkus
 240 Regency Centre
 Collinsville, IL 62234
 618-344-3065

EAP For You

By Al "Mickey" Miller



I always say give praise where praise is due. I can't think of a better time than now to praise our new EAP provider, Deer Oaks EAP Services. Deer Oaks did their job very well in dealing with the loss of our beloved Vice President Barb Sellini.

Grief counseling is such a great relief when you lose somebody that is so well liked by just about everybody. Barb Sellini was that person. The wonderful and very effective counseling session that Deer Oaks EAP provided for the Union Hall staff and other members and employees who were grieving due to Barb Sellini's passing is a great example of a good EAP. We thank Deer Oaks for the great job of grief counseling. It is just one of the services provided by Deer Oaks EAP.

Our relationship with our (new) EAP provider, Deer Oaks EAP, continues to grow strong. Deer Oaks is providing every possible opportunity for our members and other employees to enjoy the **free, professional and confidential** services.

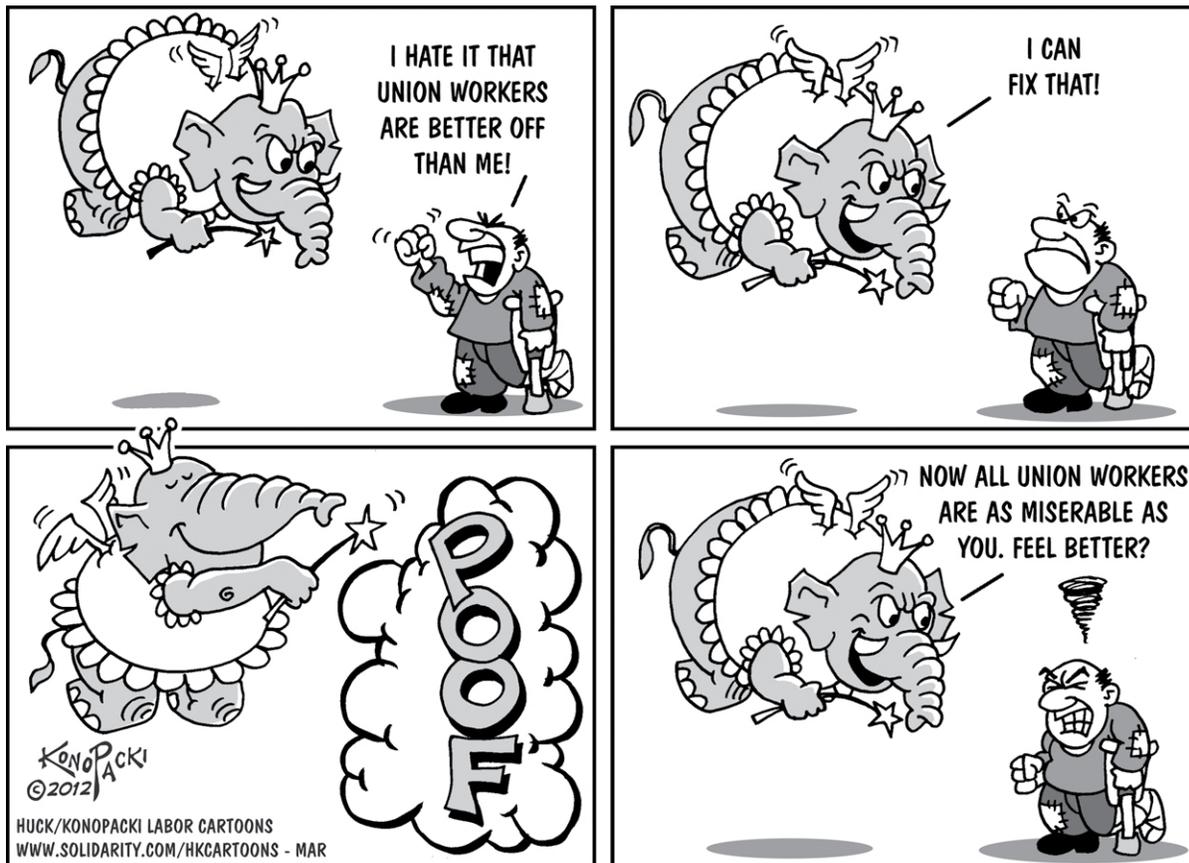
We encourage our members and other employees to take advantage of the great website that Deer Oaks is providing for our use. It is chock full of great services that

you can look over at your leisure, in the privacy and comfort of your own home with your family or household members. The online tools and resources might be just what you have been looking for, to get involved, without having to see a counselor in an office setting or face-to-face. Give it a try.

The website address for Deer Oaks EAP is: www.deeroaks.com. The access code for postal workers who work in the zip code 631XX areas, the NDC or the Annex is: **Username:** USPSMO. **Password:** USPSMO. For those employees who work in the other jurisdictions (630, 633 and associate offices) the Magellan EAP Service is the provider. The number for Magellan is 1-800-327-4968 (1-800-EAP-4YOU)

For those members and other employees who don't use the Internet, the old-fashioned telephone is still there for your convenience. **So make the call.** Deer Oaks is ready to help 365, 24/7.

The number to call Deer Oaks is: **1-866-EAP-2400. (1-866-327-2400)**



Voter Registration

By Al "Mickey" Miller

Now is the time for all good men and women to come to the aid of your country

Literally, brothers and sisters. Your country needs you to exercise your right to choose how you and your family will continue to enjoy the wonderful democracy of this great country.

The message is clear, if the working people of this country want to continue working good jobs with benefits, no layoffs and fair and equitable treatment for all the people of this country, then you must **vote**. You must vote for the candidate who has your interest, working people's interest, in their agenda, not just during election time but all the time. Voting to **save the Postal Service** and our future has nothing to do with race, creed or color. That rule should apply to any politician who is not for the working class people of this country. Any politician who has an agenda to destroy the **Postal Service** and roll back the clock on workers' rights, does indeed deserve a vote, a vote to be removed from office at the very next available opportunity for that candidate. Candidates who have shown by their actions that their agenda is clear as to whose interest they are concerned with should get your vote without hesitation. Let's be clear on who, we as workers looking toward the future of the **Postal Service** and this country, want to be leading.

Did you know that you can't help the fight to save the **Postal Service** and stop the rollback of workers' rights if you are not registered to vote? That's right, you **must be** registered to vote. I was saddened to see that approximately 250 of this local's

members are not registered voters. How do we know this? This is public information and I looked into it. We want to help anyone, our members, family members, friends of yours or anybody else who is not registered to vote in the state of Missouri and Illinois. I don't want any member of this local to be left out and miss the opportunity of a lifetime. That is to vote in the upcoming elections to help save the **Postal Service** and keep **workers' rights from being rolled back**. Our jobs and our future are at stake. This includes **retirees** and **future retirees** and **new hires** and all of our families will suffer from the wrong outcome in the upcoming election. We can help you get registered before the Missouri **deadline** which is **July 11, 2012**, for the **Primary Election** and **October 10, 2012**, for the **General Election**. We need you to be registered so every American citizen can exercise his constitutional right to choose who will lead with workers' rights and the future of America in their agenda.

The union can provide you with voter registration forms for Missouri and Illinois. Please call the Union Hall and ask for Mickey Miller, (314) 231-7665, leave me your name, address

and number and I will immediately contact you to help you get registered. This is do or die for postal workers and the service, don't be left out in the cold. We also encourage every member and employee of the service to call your congressmen and senators and tell them to vote on your behalf to save the Postal Service and **don't** help to roll back workers' rights.

The **St. Louis County Board of Elections** can provide you with all the information needed to register and vote in the county. The office is located at 12 Sunnen Drive, Maplewood, MO 63143. The telephone number for inquiries is: (314) 615-1800.

The **St. Louis City Board of Elections** can provide you with all the information needed to register and vote in St. Louis City. The office is located at 300 N. Tucker Blvd., St. Louis, MO 63101. The telephone number for inquiries is (314) 622-4336.

Illinois residents have two options, the **Springfield, Ill.** office telephone number is (217) 782-4141. The **Chicago, Ill.** office telephone number is (312) 814-6440.

Please don't let this valuable information go to waste, **ACT!**

Solidarity forever





OSHA

By Bob Cook, Motor Vehicle Service Director



Greetings all MVS employees. Below is a very important excerpt from a memorandum put out by OSHA on March 12, 2012, dealing with work-related injuries and the retaliation (discipline) a postal employee often receives after reporting an on-the-job injury.

I believe these are very important employee rights and applaud OSHA for enforcement of this illegal discrimination.

OSHA Affirms Whistle-blower Protection for Employees Reporting Workplace Injuries

Reporting work-related injuries and illnesses is “**a core employee right**,” the Occupational Safety and Health Administration (OSHA) has pointed out, “retaliating against a worker for reporting an injury or illness is illegal discrimination.”

In the March 12 memo, OSHA noted, “If employees do not feel free to report injuries or illnesses, the employer’s entire workforce is put at risk.” “Employers do not learn of and correct dangerous conditions that have resulted in injuries, and injured employees may not receive the proper medical attention, or the workers’ compensation benefits to which they are entitled. Ensuring that employees can report injuries or illnesses without fear of retaliation are therefore crucial to protecting worker safety and health.”

The memo advises OSHA regional administrators and

whistle-blower program managers to be aware of four potentially discriminating policies employers may have regarding an employee who reports an on-the-job injury:

- Taking disciplinary action regardless of the circumstances of the injury;
- Disciplining an employee for violating an employer rule about the time or manner for reporting injuries and illnesses;
- Disciplining an employee for an injury that resulted from the employee violating a safety rule, and
- Offering incentives to not report injuries; for example, offering prizes to employees who were not injured in the previous year.

OSHA also said that the practice of linking management and supervisor bonuses to lower accident reporting could be potentially discriminatory. “Such policies could discourage reporting of injuries and could be considered unlawful discrimination,” the memo stated.

Retaliation against an employee for reporting an occupational injury is a violation of Section 11(c) of the Occupational Safety and Health Act.

It must be noted that a possible violation of this Occupational Safety and Health Act must be reported to OSHA within 30 days of the violation.

I hope everyone has a safe, FUN summer.

The easiest way to contact me is by email, Bobcook@stlouisapwu.org.



APWU ANNUAL PICNIC

Come one, come all! The APWU Annual Picnic will be August 5, 2012, at the Machinists and Aerospace Workers Hall at 212 Utz Lane in Hazelwood. Please RSVP by July 21, 2012. Enjoy a day of food and fun with your co-workers and friends. There will be games for the kids, face painting and a clown.

Name _____ Tour _____

Number of guests _____

There is a limit of 6 guests per member.



Proposed Constitutional Changes

Article 7

Duties of Officers

Proposed constitutional change to Article 7, Section 3.B Executive Vice President.

PRESENT LANGUAGE

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. He/she shall be a full-time officer. His/her salary shall be equal to the second highest grade and step on the PS schedule.

PROPOSED LANGUAGE

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 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 the Board of Trustees. He/she shall countersign all checks and vouchers when the President or Secretary-Treasurer is unable to perform their duties. **He/she shall be a part-time officer. He/she shall be paid for his/her lost time, plus \$6,500 per annum.**

Submitted by Anthony Harris

Committee voted: Non-concurrence

Proposed constitutional change to Article 7, Section 3.D Director of Industrial Relations

PRESENT LANGUAGE

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.

PROPOSED LANGUAGE

Delete Art 7 Section 3D.

Submitted by Anthony Harris

Committee voted: Non-concurrence

Article V, Section 4 Funds and Bonds

Proposed by-law change to Article V, Section 4 Funds and Bonds

PRESENT LANGUAGE

Section 4.

5. To keep the local organized the President shall be paid twenty-two (22) cents per member per month.

PROPOSED LANGUAGE

Delete Section 4.5

Submitted by Anthony Harris

Committee voted: Non-concurrence

Occupational Injury Puncture Wound

On Tuesday, February 12, 2012, a custodian sustained a puncture wound while emptying the trash container in the men's restroom next to the east dock office. Someone discarded a syringe into this container. The medical unit is attempting to contact the person who discarded the syringe to assist in the treatment of the injured worker. Please call (314) 436-3805 and contact Barbara Greenlee. Used syringes and needles should be placed in the red Sharps boxes.



All APWU POWER Sisters

There will be a APWU POWER meeting following the June general membership meeting. We would like all the old sisters, new sisters, and those sisters who may be interested in finding out what POWER is all about to attend. Come on ladies, it's time to get POWER moving again. Your involvement is needed.

KEEP AMERICA WORKING!



**BUY AMERICAN
& LOOK FOR THE
UNION LABEL!**

WHAT MAKES A FATHER?

I've heard people say, "their blood" in reference to their immediate family members. The song "Color Him Father" by the Winstons lets us know it's not blood but love that makes a father.

"Color Him Father"

There's a man at my house he's so big and strong
He goes to work each day, stays all day long
He comes home each night looking tired and beat
He sits down at the dinner table and has a bite to eat
Never a frown always a smile
When he says to me how's my child
I've been studying hard all day in school
Trying to understand the golden rule

Think I'll color this man father

I think I'll color him love

Said I'm gonna color him father

I think I'll color the man love, yes I will

He says education is the thing if you wanna compete
Because without it son, life ain't very sweet
I love this man I don't know why
Except I'll need his strength till the day I die
My mother loves him and I can tell

By the way she looks at him when he holds my little sister Nell
I've heard her say just the other day
That if it hadn't been for him she wouldn't have found her way

My real old man he got killed in the war
And she knows she and seven kids couldn't of got very far
She said she thought that she could never love again
And then there he stood with that big wide grin
He married my mother and he took us in
And now we belong to the man with that big wide grin

Think I'll color this man father

I think I'll color him love

Said I'm gonna color him father

I think I'll color the man love, yes I will.

Have a happy and blessed Father's Day!

Benevolence Committee
Don Morehead, Co-Chairman

CLERK CRAFT LEAD CLERK QUESTIONS and ANSWERS

These questions and the responses are not intended to alter, amend, or change in any way the terms of the 2010-2015 Collective Bargaining Agreement.

1. How will the lead clerk duty assignments be created?

Answer: They will be newly created duty assignments posted for bid installation-wide to the senior qualified bidder, in accordance with Article 37. Exception: Per item #2.C of the Clerk Craft Jobs MOU, existing LSSAs, window service technicians and other existing clerk craft positions of a similar nature identified by the parties shall be grandfathered into the new position of lead clerk.

2. At what level will the lead clerk duty assignments be created?

Answer: They will be created at one level above other employees in the group. Lead clerks will provide oversight, direction and support, in the absence of supervisory presence to a group of bargaining unit employees.

3. Will the lead clerk have access to TAOS records (clock rings) and can they make adjustments?

Answer: Yes, with the approval of the supervisor.

4. Will the lead clerk duty assignment have a principal assignment area?

Answer: Yes, in accordance with Article 37. However, the designation of a principal assignment area shall not impact the number of lead clerk positions, which are determined by the MOU ratio. In addition, based on operational needs, the lead clerk in mail processing could be directed to temporarily lead another group of clerks within the same facility and function, provided, when working in another area the movement is in accordance with the 2007 JCIM, Article 37, Q&A #142, as cited below:

142. Are full-time mail processing clerks PS-06 limited to working only in their principal assignment area or can they be assigned to perform work in other mail processing areas?

Response: Management may assign employees in accordance with operational needs and the employee's qualifications. However, if there is more than one mail processing clerk working in a principal assignment area with the necessary skills, management will move mail processing clerks out of their principal assignment area as needed by juniority.

5. How will the Lead Clerk be scheduled for overtime, holiday scheduling, leave, etc.?

Answer: They will be scheduled in accordance with the LMOU and collective bargaining agreement.

6. Can the lead clerk issue discipline or approve leave?

Answer: No.

7. Is the ratio of lead clerk assignments in the clerk craft complement in a facility based on the entire facility or by tour?

Answer: Facility clerk complement.

8. If there are five clerks in any facility, must a lead clerk duty assignment be created?

Answer: Yes, in accordance with item #2 of the Clerk Craft Jobs MOU which states, "The employer will fill duty assignments of a lead clerk in any facilities where clerks work without direct supervision and in facilities that have a minimum complement of five (5) clerks."

9. Will lead clerk duty assignments be created in facilities where clerks work without direct supervision, even if there are less than five clerks?

Answer: Yes, in accordance with item #2 of the Clerk Craft Jobs MOU which states, "The employer will fill duty assignments of a lead clerk in any facilities where clerks work without direct supervision."

10. Can you have a lead clerk duty assignment in CFS?

Answer: The parties agree that upon consultation with the union at the national level, lead clerk positions may be created in certain assignment areas with specific qualification requirements (example: CFS). However, the creation of these lead clerk duty assignments shall not impact the number of lead clerk duty assignments in the facility, which are determined solely by the MOU ratio.

11. In post offices where the supervisor maintained the floor stock and that supervisory job is eliminated, may the floor stock be transferred to the LSSA?
Answer: Yes, if the supervisory position is eliminated and separation of duties are maintained consistent with postal regulations and policies.
12. How will higher level details be made to the lead clerk duty assignment?
Answer: Higher level details will be made in accordance with Article 25 of the collective bargaining agreement.
13. What happens if as the result of an excessing event a clerk facility's complement changes?
Answer: If there is an increase in facility clerk complement resulting in an increase of lead clerk duty assignments, due to the ratio, then the lead clerk duty assignments will be created accordingly. If there is a reduction, then the USPS may reduce the number of lead clerk duty assignments based on the ratio, however the impacted clerk(s) would receive saved grade pursuant to Article 37.4.C.6.
14. May the USPS create more lead clerk assignments than the ratio listed in the MOU?
Answer: Yes. The MOU lists the minimum number of lead clerk duty assignments required.
15. If a section is undergoing excessing and/or there are clerks with retreat rights to a section and level where lead clerk duty assignments are being posted, will the assignment be posted installation wide?
Answer: Based on Article 12 and the LMOU, Item 18, the posting may be limited to in-section bidding where the retreat rights are to a section and level.
16. Is there a difference between the lead sales and services associate (LSSA), and the lead customer service clerk (LCSC)?
Answer: Yes. The lead sales and service associate is utilized in a Function 4 facility with a retail/window operation. The lead customer service clerk (LCSC) will normally be utilized in a Function 4 facility that has no window/retail operation. In a large facility (50 or more clerks) with a retail window and a large distribution operation, there may be both based on operational needs and the MOU ratio. In this situation, you could have a lead sales and services associate for the window/retail, and a lead customer service clerk for the distribution operation, as operational needs require.
17. Are there any other current Level 7 clerk positions that can be grandfathered into lead clerk positions?
Answer: In accordance with Section 2.C of the Clerk Craft Jobs MOU, other existing clerk craft positions of a similar nature identified by the parties shall be grandfathered into the new position of lead clerk. This determination is made at the national level.
18. Can Lead Clerk positions be posted as non-traditional full-time (NTFT) duty assignments?
Answer: Yes, provided they are posted in accordance with the non-traditional full-time (NTFT) duty assignments MOU, in Function 1 no more than 50 percent of all duty assignments in the facility may be NTFT duty assignments of 30-48 hours, unless otherwise agreed to by the parties. In Function 4, as many NTFT duty assignments as operationally necessary may be created.
19. What training and testing requirements will there be for the lead clerk positions?
Answer: Training will be provided, where necessary, to assist the lead clerk in providing oversight, direction and support to other employees and to perform administrative duties. It is anticipated that lead clerks will have, based on their experience, the ability to provide technical guidance to other employees.

Patrick M. Devine
 Mgr. Contract Administration
 Labor Relations
 United States Postal Service

Rob Strunk
 Director Clerk Division
 American Postal Workers Union,
 AFL-CIO

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- 41% Of U.S. adults have no life insurance to protect their loved ones
- Today, more adults depend solely on company provided life insurance coverage
- 4 in 10 insured husbands and insured wives have only company provided life insurance coverage
- People insured only through group life insurance have the lowest average amount of coverage

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MAKING THE DIFFERENCE IN YOUR FINANCIAL FUTURE

Answering Non-Members' Doubts About the Union

By Martha Shunn-King, National APWU Organization Director

When do you organize?
Every chance you get.
Whose job is it?
Everyone's.

It is important that rank-and-file members—not just union officers or stewards—ask their co-workers to join the union. You may have a better idea about how to approach the people you work alongside every day.

It is not an easy task, but the more members we have, the stronger the union will be. In these tough times, that's crucial.

The following are suggestions you can use to respond to common questions. Expound on these answers from your personal experiences.

Why should I join the union?

The union is our voice—at the bargaining table and on Capitol Hill. With consolidations, post office closures, and threats to our healthcare coverage, we all need the union.

Won't I get the same wages and benefits without joining?

Yes, but aren't you interested in protecting and improving your wages and benefits? Aren't you interested in winning stronger contractual protections? We can only protect our rights and win new ones if enough of us want them and are willing to work together to get them.

If every worker refused to participate, we would have no union at all to bargain for us or speak on our behalf in Congress. The union needs you!

I can't afford to join the union.

Everything of value has a price. Did you ever stop to think how much less money we would be making if it were not for the union? You owe it to

yourself and your family to become a member of a union that protects our jobs and our livelihood.

You can't afford not to join. It pays in the form of job security, better wages, and improved benefits.

I don't believe in unions.

Unions are made up of workers who have banded together for mutual protection and benefit. Everyone joins together today in groups or organizations to get what they want, and they increase their effectiveness with numbers. Why shouldn't workers do the same thing?

A large union presence in an area can raise wages for all workers, which in turn builds a stronger community and economy. In fact, a Harvard University study revealed that rising inequality in income over that past 30 years is directly correlated to a decline in union membership.

Before unions, people worked long hours, under terrible conditions with little pay, and no benefits. Workers were fired at the whim of management.

Do you know why the break room is called the swing room? Before 1971

and the Great Postal Strike, postal employees qualified for public assistance because their wages were so low. They punched off the clock and waited for more mail. Learning a scheme was done at home on their own time. If given the opportunity, management would surely go back to the old ways of managing workers.

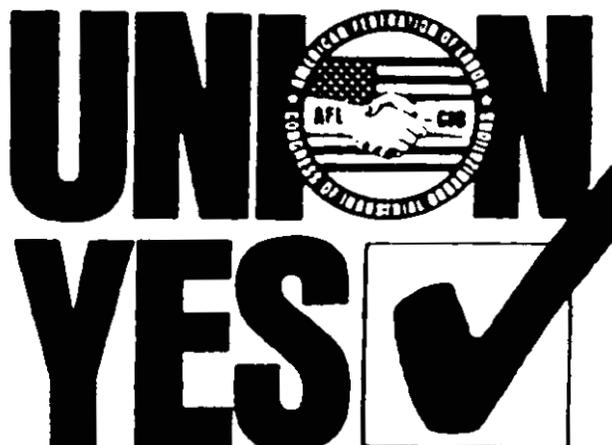
The union doesn't do anything for me.

Working together, we have won job security, decent wages, and good benefits. Today, we are in the fight of our lives to protect everything we have fought for. This struggle benefits all of us, but we can't win it without you.

Regarding complaints about individual grievances, insist on specifics. Check out the problem and report back to the non-member. Concede that the union can make mistakes, but point out the many grievances that have been won.

I don't like the people who are running the union.

You are the union. Get involved and help change the things you don't like.

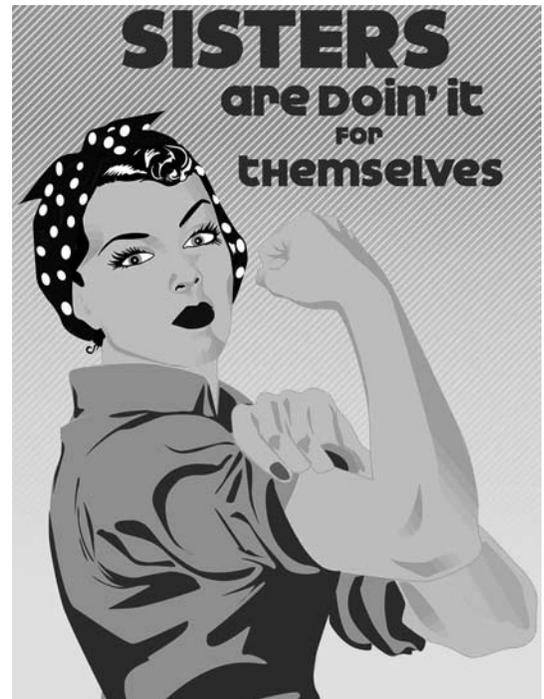


Power Sisters Go to Kansas City

Ten power sisters from this local attended the POWER conference in Kansas City the first weekend in May. The conference was very informative giving insights into women's issues including AIDS and HIV, political power, NTFTs and PSEs, parliamentary procedure, and social media. Some of the sisters expressed their impression of the conference as follows:

Robin McCurry, Station Steward

The trip to the Kansas City POWER conference May 3-5 was very informative. The presentation on Women's Health Issues especially hit home. Women are usually the decision makers for health care in the family and we need to have as much information as possible to make the right choices. Women are the backbone of the family. Classes on parliamentary procedure were also offered. This is a great tool for conducting formal meetings as in our general membership meetings. A new category of employee has come to the Postal Service. Classes were offered on NTFTs and PSEs. There was a lot of material to cover, which included handouts and a DVD, so now I'm ready for you NTFTs and PSEs (Smile).



Robin Robertson, IT/ASC Support Services Steward

The APWU POWER conference demonstrated to me the uniqueness of my sisters, and uncovered the unity of APWU. This experience inspired me to promote, build, and be progressive within the POWER organization. Join us to make a difference in our community and our union. God bless all my APWU POWER sisters!! Thank you for allowing me to represent you.

Shelia Patton-Harris, Tour 1 Shop Steward/Editor

Information was presented in an imaginative and creative way. The conference highlighted issues unique to women and illustrated the power that women possess. The Kansas City local did a great job and they are to be commended.

Robin Nichols, IT/ASC Steward

As to the POWER Education Conference in Kansas City, all I can say is awesome, awesome, and awesome. The conference provided an opportunity for learning and gave me a positive perspective on women in the workforce. As women, we have LOUD voices and we should be heard, not only in our workplace but also in the political arena as well. I learned the importance of supporting female candidates who are running for office. I have never attended an all women conference that displayed so much intelligence and positive attitudes. I am most definitely looking forward to our next conference. To the Kansas City POWER chapter who hosted the conference, hospitality was wonderful and thank you very much.

As you can see by the experience above, the conference was a worthwhile experience and provided an educational opportunity to all who attended. Look forward to hearing more from POWER in the near future.

May is Healthy Vision Month

Vision is something we all take for granted. For most people vision is a normal part of living. Each day, an estimated 2,000 workers suffer eye injuries on the job, which not only robs many of them of their sight, but also costs employers and insurance companies millions of dollars a year. Yet, 90 percent of these accidents could have been avoided.

There are many steps that can be taken to protect one's eyes. The first step is to assess work areas for accidents that can be caused by impact, heat, chemicals, dust, glare and optical radiation.

What contributes to eye injuries at work?

Nearly three out of every five workers injured were not wearing eye protection at the time of the accident or wearing the wrong kind of eye protection for the job. Proper eye protection is crucial in

protecting the eye; be sure to wear glasses with side shields.

What causes eye injuries?

70 percent of the accidents studied resulted from flying or falling objects or sparks striking the eye. Injured workers estimated that nearly

three-fifths of the objects were smaller than a pinhead. Most of the particles were said to be traveling faster than a hand-thrown object when the accident occurred. Contact with chemicals caused one-fifth of the injuries. Other accidents were caused by objects swinging from a fixed or attached position, like tree limbs, ropes, chains, or tools, which hit the eye while the worker was using them.

Potential eye hazards can be found in nearly every type of work place, but more than 40 percent of injuries occurred among workers such as mechanics, repairers, carpenters, and plumbers. Over a third of the injured workers were operators, such as assemblers, sanders, and grinding machine operators. If you work around or with machinery, injuries to the eyes are a reality that you must be prepared for.

The Postal Employees Safety Enhancement Act assures that postal workers and their working conditions are in compliance with the Occupational Safety and Health Act of 1970. As a result all first aid kits must be readily available and a wash system for both eyes and body must be provided within the work area for immediate emergency use.

Eye Safety Checklist

- Create a safe work environment
 - Minimize hazards from falling or unstable debris.
 - Make sure that tools work and safety features (machine guards) are in place.
 - Keep bystanders out of the hazard area
- Evaluate safety hazards
 - Identify the primary hazards at the site.
 - Identify hazards posed by nearby workers, large machinery, and falling/shifting debris.
- Wear the proper eye and face protection
 - Select the appropriate eye protection for the hazard.
 - Make sure the eye protection is in good condition.
 - Make sure the eye protection fits and will stay in place.
- Use good work practices
 - Brush, shake or vacuum dust and debris from hardhats, hair, forehead, or the top of the eye protection before removing the protection.
 - Do not rub eyes with dirty hands or clothing.
 - Clean eyewear regularly.
- Prepare for eye injuries and first aid needs. Have an eye wash or sterile solution on hand

APWU

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

Donetta Galvin

Sister of
Angela Jackson
Tour 3 Clerk Shop Steward

Raymond Washington Sr.

Brother of
Delores Fulton
Tour 2 ITS Shop Steward

Carl Hofheinz

Father-in-Law of
Rich Spratley
MPE

Violia Diener

Mother-in Law of
Elaine Barton
Clerk Washington, Mo. Post Office

Alice Renee Jones

Mother of
Alice Renee Jones-Hill
Tour 1 Automation Clerk

Louis Preston

Former MVS Craft Director



Leroy Brooks was the Father of Charles Brook
Reported as his son

Leroy Brooks

Father of Charles Brooks



- | | |
|----------------------|---------------------|
| Asumba, Brian | Jones, Timothy |
| Barbour, Bruce | Kamadulski, Donald |
| Bell, Justin | Keely, Kayzola |
| Benefield, Susan | Madlock-De, Jenette |
| Blakemore, Lawrence | McClellan, Devin |
| Bowen, Kanesh | McCullen, Ruth |
| Boyce, Tammy | Moseley, Harriet |
| Britton, Myaisna | Perine, Gregory |
| Bush, Ashley | Perry, Melvin |
| Carr, Cynthia | Portis, Anthony |
| Cash, Linda | Randolph, Melissa |
| Coleman, Cyara | Rosencranz, Debra |
| Crochrell, Jeremy | Schiele, Kiara |
| D'Amico, Mary | Skinner, Lachelle |
| Dash, Joan | Smith, Helen |
| Davis, Cynthia | Smotherson, Jaymi |
| Donald, Marlon | Steger, JoAnne |
| Drake, Sharie | Still-Morto, Tracie |
| Fuhler, Annette | Thomas, Maya |
| Goins, Alexandria | Trusty, Christopher |
| Hankins, Nakenice | Valiant, Chelsea |
| Harper, Sherry | Vincent, Terence |
| Harris, Joseph | Walker, Stephanie |
| Hatcher, Christopher | Walton, Dawn |
| Hill, Sharon | Wesley, Charles |
| Hodges, Kalen | Williams, Danielle |
| Johnson, Kia | Williams, Terry |
| Johnson, Tierra | Wilsey, Michelle |
| Johnson, Tunisia | Young, Gervais |



May

Anderson, John
 Avery, Glenn
 Bailey, Matthew
 Banks, Georgette
 Banks, Itaska
 Barnes, Marilyn
 Bates, Craig
 Beck, Leslie
 Bell, Rodney
 Blake, Norma
 Bobo-Hundley, Vanessa
 Borgmeyer, Michael
 Boyd, Vlancie
 Branch-Bryant, Brenda
 Brooks, Chermal
 Brown, Walter
 Buggs, Gregory
 Burgett, Cecilia
 Bush, Marvetta
 Caban, Robert
 Childress, Rhonda
 Choate, Mark
 Clavell, Penny
 Cobb-Miller, Pamela
 Cotton, Sherry
 Crisp, Deorlandus
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 Donnelly, Timothy
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 Hawkins, Zerubbabel
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 Hinton, Ennis
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 Walters, Daniel
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 Watson, Dennis
 Weaver, Wilbur

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 West, Ethel
 White, Orlando
 Williams, Carmen
 Willie-Milster, Richard
 Wyatt, Keith
 Zamudio, Daniel

June

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 Aikens, Jermaine
 Ali, Kariem
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Union Office
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(314) 231-7665
FAX: (314) 231-5709
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GATEWAY LOCAL CALENDAR

May 2 (Wednesday)	Executive Board Meeting (2 p.m.)
May 6 (Sunday)	General Membership Meeting (3 p.m.)
May 14 Monday	Stewards' Training (8:30 a.m. and 7 p.m.)
May 28 (Monday)	Memorial Day Holiday
June 6 (Wednesday)	Executive Board Meeting
June 9 (Saturday)	General Membership Meeting (9:30 a.m.)
June 11 (Monday)	Stewards' Training (8:30 a.m. and 7 p.m.)
July 4 (Wednesday)	Independence Day Holiday
July 11 (Wednesday)	Executive Board Meeting (2 p.m.)
July 16 (Monday)	Stewards' Training (8:30 a.m. and 7 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?
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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.