



Actions Speak Louder Than Words

By Frederick Wolfmeyer, President

Sisters and brothers, I hope you are having a good summer and that you and your families are in good health. I am a bit more somber with the writing of my article this month due to the actions of management. The union tries very hard to develop lines of communications and trust with whomever it deals with and that includes management. Many times issues can be resolved without filing grievances. In order to accomplish this, the union works to establish these lines of communication. In order to develop this type of relationship, a person, or a union representative, must be credible, honest and have integrity. These are all fine qualities and by their very nature imply that a person who possess these qualities, is a person of good character.

People who have good character, or a reputation for honesty and credibility, acquire this character or reputation only after several years of putting these qualities into action in all aspects of their life. They conduct all family affairs in an honest and trustworthy manner and then act the same way in their business dealings. They establish trust with all whom they come in contact with and are well respected by family and business associates alike. Building this type of reputation is not easy and requires work and a consistent effort to always strive to do what is right even if it means not achieving their goal. One slip of the tongue, one small lie, one compromise or one deal for self-gain literally destroys years of work and tarnishes a reputation forever.

Now, first let me say that I am not preaching or proclaiming to be the perfect person of character, but I do try to conduct all union business in an honest and forthright way. You, the members, must come first and be uppermost in my thoughts when I am dealing with management. I strive to be truthful with you and, yes, even with management because my reputation is on the line every day.

That being said, I recently led the team for the union at local negotiations. I participated in negotiations for the first time in my union career, but I was not naïve about what was to be accomplished, in fact I was just the opposite. The local union expected difficult talks with management and were rather surprised when the talks proceeded in a 'good faith' manner. The negotiations started on September 6, 2011, and by September 15, 2011, all issues were agreed to except the items dealing with the holiday pecking order and light duty assignments. However, these two items were ultimately agreed to during private sessions between me and

management's lead negotiator.

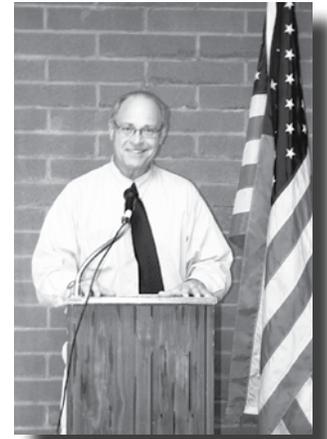
A deal was struck; a handshake ensued; and the union believed that local negotiations would be consummated on September 20, 2011. That was not to be. On that date, management backed out on its agreement because, as we were told, the holiday pecking

order was in conflict with the national agreement and also that upper management would not allow management's lead negotiator to sign the agreed upon LMOU.

After this fiasco, I appealed the holiday item to impasse arbitration and management appealed two other items, which had been agreed upon, to impasse as well. On April 27, 2012, the cases went to arbitration. It was the intent of the union advocate to put on all three cases individually but on the same hearing day. The Postal Service was compelled to do the same, although they wanted to do each case on a separate day. From the beginning, it was evident that management's case would be fraught with unfounded arguments and blatant untruths. The union testified and offered evidence as to what happened at negotiations, never wavering in its contentions and was truthful throughout the hearing. Management, on the other hand, was very much less than truthful.

Management started presenting its case on June 14, 2012, and testified that it did not reach an agreement with the union and had not been told by upper management not to sign the 'agreed' upon LMOU. Unfortunately for management, the advocate for the union made management's case and its witnesses look much less than credible. The hearings are finished and soon briefs will be sent to the arbitrator. We anticipate that we will have a decision by late September, one year since negotiations began.

The outcome of these cases is unknown, but what is known is that certain members of management, whom I had tried to establish a good and trustworthy relationship with, have destroyed their credibility. Having openly lied, the union can no longer believe anything management says, nor can it trust anything management does. All dealings that reach any type of resolution can be believed only after such resolutions have been reduced to writing and signed by both parties. This comes as no surprise as I have seen it time after time during my 22 years as a union



representative for the APWU. Management seems to have selective memory and is not serious when it comes to developing a trustworthy relationship with the union. Other examples of management's penchant for being untruthful are there for all to see. All we need do is look at the recently negotiated national agreement. Our national officers believed that they had an agreement, but as we all know, the service had their interpretation of what the contract meant even though it differed from what was printed in the book. We now have at least four national disputes and

thousands of grievances nationwide over NTFT, PSE, and overtime issues. During the next few months, we will keep you informed about the outcome of these local and national cases.

Our annual Family Day Picnic will be August 5, 2012, this year. We have traditionally held it on the third Sunday in September, but we have been rained on five of the last six years. This year we moved it to August in hopes that we will have a nice sunny day. Come out and bring your family and enjoy all the good food and fun.

The Grievance Corner

By Melvin Sanders, Executive Vice President



When you receive discipline (especially a notice of removal) for attendance, you must give the union enough documentation to prove that you have not violated the so-called Gateway Attendance Policy and that you deserve to be returned to the Postal Service. Just saying you were sick and thinking you have the right to call in for sick leave is not enough to convince a neutral arbitrator that you should get your job back.

Listed below are rulings by some arbitrators when the union is provided with the right documentation or proof:

1. Arbitrator, John Caraway — “Based upon the validity of the grievant’s absences and some evidence, even though it is not substantial, of improvement in her work attendance, the arbitrator believes that it would be unduly harsh and severe to remove the grievant.”

2. Arbitrator J. Fred Holly — “The record shows that the vast majority of his absences were documented by statements from physicians, and there is no claim or indication that he abused the sick leave program.”

3. Arbitrator Gerald Cohen — “While grievant’s supervisor was aware that he suffered from diabetes, he seemed to have been unconcerned with grievant’s resulting problems. Grievant was entitled to consideration on account of his diabetes. He did not receive the consideration that he should have been given.”

4. Arbitrator Albert Epstein — *Was the Employee Forewarned?* — The arbitrator, upon reviewing the testimony, evidence and arguments of the parties, found that the grievant was never warned or disciplined in any way about the use of approved sick leave and apparently was never

warned that continued use of approved sick leave might lead to an absent record which would justify termination, even where the sick leave was approved. The arbitrator was impressed by this particular fact, which in his opinion justified the union’s position that termination was too severe a penalty under the circumstances of the instant case. “Although the grievant did not have a good record and deserved some form of disciplinary action, her record, under the circumstances, does not call for or justify discharge.”

5. Arbitrator A. Howard Meyers — “Here there is agreement that Mrs. Williams was a good employee until the development of attendance problems. With 18 years service her records show as the supervisor concluded, she had provided acceptable performance; her unscheduled absences included only one AWOL. I have stated above that the testimony of Supervisor Crews is contradicted by his notation in the removal letter that she is a responsible person whose long seniority standing should have received more consideration and weight in these circumstances.”

6. Arbitrator Allan Weisenfeld — “Given the grievant’s length of employment with the service and the fact that she has regained her health, I believe she is entitled to another opportunity.”

Explaining exactly why you were absent and providing proof from doctors, family members, police, insurance companies or any other source related to the absence can help the union in their ultimate goal, to win your case.

Quote for the month: *Those who bring sunshine to the lives of others cannot keep it from themselves.*

Editor's Corner

By Shelia Patton-Harris

There was a time in the Postal Service when things had gotten so bad that some employees took to violent acts directed at their co-workers and supervisors. We are all aware of what those violent acts were and there is no need repeating them here. Thus the term "going postal" was coined. Everyone, management and union, was concerned about the escalating violence and the "Joint Statement on Violence and Behavior" was drafted, agreeing to treat everyone with dignity and respect.

Management has a short memory. They agreed there would be no more intimidation, verbal abuse, threats, or other bad behavior on the part of management. As usual, management is reverting to their old ways.

I was the union's advocate at arbitration. The arbitrator was a law professor from Loyola University. He had flown in from Chicago to do this particular arbitration. One of the managers became

upset with him because he complained about the noise level in a meeting she was holding in the room next to the arbitration hearing. Rather than excusing herself and asking the management advocate to step out of the room so she could voice her objection, she stormed into the arbitration and screamed at the arbitrator. She was so out of control everyone in the room was stunned into silence. She turned and stormed out of the room.

In another incident, a supervisor told a clerk that she was pathetic and useless because she was on light duty. The supervisor went on to tell her that when she had knee surgery she returned to full duty in three weeks and she had major illness but she never used light duty. She didn't see why the clerk needed to be on light duty. The clerk had surgery for breast cancer and the removal of some lymph nodes. She was very sensitive about her appearance because her one arm was swollen and she had to wear a compression badge to try and control the swelling.

In both of these examples, neither of

the offended parties took the verbal abuse lying down. In the first case, the arbitrator made upper management aware of the disrespect shown by the manager. There may be repercussions for that manager.

In the second case, the clerk went to EEO and asked for mediation. The supervisor was instructed by the mediator to keep her personal comments to herself. The clerk got the satisfaction of seeing the supervisor being put in an uncomfortable position.

Neither of these people argued with the offending party. They took the appropriate non-confrontational approach. If you are put into a similar situation don't get angry and start screaming on the workroom floor. There are avenues that you can pursue to handle the problem.

Every employee is entitled to be treated with dignity and respect. No one comes to work to be abused. Management has agreed, in writing, to attempt to end bullying and intimidation in the work place. They must be held to that bargain.



Motor Vehicle Service Updates

By Bob Cook, MVS Director

Greetings MVS employees. We are currently in the grievance process over the push ups (204B) doing overtime after the person(s) has been an acting supervisor. So far the union and management are far apart on the interpretation of the language of the JCIM. "An employee detailed to an acting supervisory position will not perform bargaining unit overtime immediately prior to or immediately after such detail." The union will continue to bargain with management over this contract violation

and if necessary will take the issue to step 3 and likely to arbitration.

Speaking of 204Bs, the language that prohibits 204Bs filling in after 90 days in the clerk craft DOES NOT apply to the MVS and maintenance crafts.

MVS has some 30 contract issues appealed to arbitration under the old MOD-15 grievance arbitration system. The officers at the local level are working to try to get these cases looked at now at the step 3 level and/or merged into the regular arbitration schedule.

We can always use some new

union stewards. If you are ever interested, please forward your interest to: genehollenbeck@stlouisapwu.org. When he gets enough for a class he will let you know.

I just want to say thanks to my two assistants, JL Cooper and Paul Reid, and to all the shop stewards for all the hard work they do for the MVS craft as a whole. I hope everyone had a great Fourth of July and hope to see you at the next union meeting.

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



From the Desk of Gene Hollenbeck

Director of Research/Education



July 1, 1971, the new Postal Service officially begins operations. Title 39 of the U.S. Code states: "The Postal Service shall have as its basic function the obligation to provide postal service services to bind the nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities." So what has changed? Nothing.

We are still bound by Title 39 of the U.S. Code. Our basic function is

still the obligation to provide postal services to bind the nation together. We are still required to provide prompt, reliable, and efficient services to patrons in all areas and communities. So why does Congress want to dismantle the service? Why is the service crying poor? It is all because of the PAEA of 2006. This bill put an unbearable pre-funding requirement on the service. Because of this bill the service is required to pre-fund its retirees' health benefits at the cost of \$5.5 billion a year. The current estimate is that the service has overpaid by \$13 billion in FERS and over \$80 billion in CSRS. If Congress would drop this

pre-funding requirement and return the overpayment, the service would be in good financial shape. There is no need to dismantle a system that has been in operation since July 26, 1775.

However, there are members of Congress who would do just that. Rep. Darrell Issa, R-Calif., and co-sponsored by Rep. Dennis Ross, R-Fla., introduced HR 2309 which will destroy the Postal Service. We urge our members, their families and friends to contact their representatives and demand that they vote no on HR 2309. The job you save could be yours.

HIGHLIGHTS OF GENERAL MEMBERSHIP MEETING

June 9, 2012

The general membership meeting was called to order at 9:30 a.m.

All officers were present with the exception of Maintenance Craft Director Jack Wille-Milster.

Motions made and passed to accept May general membership minutes and June E-board minutes.

Three constitutional changes were proposed and brought before the body. All three of these changes failed.

President Wolfmeyer reported on his recent trip to Washington, D.C. for the Resolutions Committee. He also sought advice on the lead clerk position, NTFT pay issues and the status of the national disputes. He further reported on Missouri legislative bills.

The issue of the lead clerk was addressed with management on May 15, 2012. President Wolfmeyer informed management there was no need to have a PS form 991 or KSA to bid on the lead clerk position.

There was discussion concerning the 204B issue.

Vice President Melvin Sanders addressed a flyer that had been posted at the main office.

Sergeant of Arms Al "Mickey" Miller reported on the EAP audit. Usage in the Gateway District is 23 percent compared to the nation average of 7 percent.

IT/AS Craft Director Mamie Wells thanked everyone who attended the meeting. Melvin and Shirley Sanders were congratulated for all their years of hard work and dedication to the union.

MVS member Maurice Boyd inquired about a driver instructor bid.

Teddy Days talked about the fall conference to be held in Columbia, Mo.

Bob Cook informed the body that the trustees are working on a travel policy. They will be a meeting on June 14, 2012.

A motion was made to adjourn after several drawings. The motion passed.

St. Louis GATEWAY DISTRICT AREA LOCAL



Emad Aboul-Hosn Benefit Coordinator,
Lindsey Weathers - VP of Operations, Region 1,
Cliff Guffey - President APWU

Attention APWU members. Your APWU local has scheduled a series of benefit training classes. This is the time to learn and fully UNDERSTAND your BENEFITS!

Classes are conducted by the National Association for Employee Benefits and they are our AFL-CIO brothers, as members of the NAPAA.

The schedule of your training classes is below:

Date	Topic
Saturday July 21 10 a.m.	FEGLI
Saturday August 18 10 a.m.	TSP
Saturday September 15 10 a.m.	FERS
Saturday October 13 10 a.m.	CSRS
Saturday November 10 10 a.m.	Life After Retirement
Saturday December 8 10 a.m.	Q &A: One on One time

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The Benefit Coordinators



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THE WALL STREET JOURNAL.

Banks get bailed out - Workers get sold out - Super Rich buy Election - Profits Surge As Wages Stagnate

JPMorgan Chase Loses Billions In Trading Scam

Job Loss

Homes Foreclosed

Record Number of Rich Get Richer!

Citizens United. Poverty on rise. Crony Capitalism.

Thanks to Thomas Nast
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WWW.SOLIDARITY.COM/HKLCARTOONS - JUNE

"THE UNIONS ARE TO BLAME!"

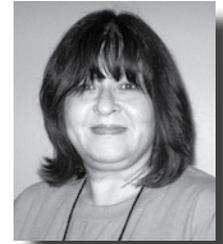
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REGISTER TO VOTE!

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Greetings to all Associate Office Members

By Becky Livingston. Associate Office Director



Hello, everyone! We are now a year into our “new” Collective Bargaining Agreement and sometimes I feel like it just came out yesterday. While the APWU has come to an understanding with the USPS on some of the new contract language, we still have a long road ahead of us. I encounter postmasters every day who have not even looked at the new contract, let alone are adhering to it. With that being said, I do have a few postmasters who are willing to listen and are actually trying to follow the contract and are open minded when the APWU points out violations that keep coming up. One of the important issues that we have been able to settle at Step 1 is the no mandatory overtime rule that went into effect on November 27, 2011. If you are in an office that has a regular working in a non-traditional full-time assignment, you fall under this rule. Once again, let me be clear. You are still required to work the overtime even if you are not on the overtime desired list. Right now most of the non-volunteer clerks are automatically being compensated at time and a half plus an additional 50 percent for every hour worked in an overtime status. Please remember to follow the postmaster’s last instruction and request a steward if your office has not addressed the mandatory overtime issue at your office.

Another big concern among all of the clerk craft is when we are going to get information concerning an early out with incentives being given to APWU members. President Guffey

has announced that the APWU has engaged in several informal discussions with the USPS and the APWU will have further meetings with the USPS after several other outstanding issues have been addressed. I have had members asking when we will be receiving salary increases as they are also waiting to decide when they will retire based on when the increases are due. You will find all of the information you need regarding time lines for salary and COLA increases in Article 9 of the Collective Bargaining Agreement.

For many reasons I would appreciate receiving a call when a member retires. The APWU would like to start recognizing the retirees for all of their years of being a member with the APWU.

The APWU really appreciates the support we receive from our members and without your help in letting us know what goes on out in the associate offices, we would not be able to address the violations that are going on. As a steward, representing the associate office members, I take the concerns of the members very seriously. Once the APWU is made aware of a violation, it is our responsibility to file a grievance. I realize that the postmasters in small offices try to find someone to blame for letting the information out of their offices and sometimes you call me just to vent or ask questions about something that is going on in your office. Please understand that I have been where you are and that sometimes you feel like you are all alone trying to get management to follow the contract in your office. I just recently settled a lot of money grievances in

an associate office where only two members called me about the violations but every clerk in the office benefited from the settlements. Unfortunately this happens a lot. One or two clerks step up and notify the APWU of violations and sometimes take the full responsibility when the postmaster wants to tell them they should keep their issues in-house. Please! The postmaster general signed the Collective Bargaining Agreement on May 23, 2011, which means that he agreed that postmasters were to put this new contract into effect. This also means that when the postmaster decides to violate this agreement, you have every right to make the APWU aware of the problem. Your union dues pay for this right. The APWU works for you and I want you to understand that while I try to make sure that every issue is taken care of, there are times when the answers are not what you are looking for. Please know that when you call with a concern that I am not familiar with, I will always go to other officers of the St. Louis APWU and the national business agents to make sure you are being given the correct information regarding those concerns.

In closing, I hope everyone has a safe and wonderful summer and I look forward to seeing everyone at the APWU picnic on August 5, 2012. The picnic will be held at the Machinists and Aerospace Workers Hall at 212 Utz Lane in Hazelwood. Please RSVP by July 21, 2012. All of the information and a RSVP return form were available in the last *Press On* or you can call the Union Hall to RSVP.



True Independence

We are influenced so easily by the examples of others that we live as the rest of the world lives. Though we are to find instructions and warning from the faults of others, our dependence on others is false. The irony of it all is the only way we can find true independence is when we become dependent on God. Look to heaven for approval, and then the whole world's contempt will be nothing to you.

The biblical book of James tells us, "Whoever will be a friend of this world, becometh an enemy of God." When we seek to live like the world, we become its slave, not bound to one Lord, but hundreds. We have become so blinded to be one of the crowd, we become unaware of our own hopeless condition. Remember, error begets error, whether from a great person, or a nobody.

Beware of flattery to distract you from the high calling of God. There is no more foolish question than, "What will people say if we practice our faith?" Doing as others will deflect our attention to peace, and we are sometimes tormented over what the world thinks about us, instead of God.

True independence is found only in God. But many will say, "If I practice my faith, I will be mocked and laughed at." So what! We need to ask ourselves if we should serve men or God. When we become cowards in the matter of our faith, we will relinquish our highest independence — serving and worshiping our God. True independence is to live according to reason, and not be afraid to live as a good, honest, high-principled person that God has called us to be.

We have just celebrated Independence Day, but true independence is found in our faith in God.

Suggested Reading

James 4:4

Matthew 7:24-27

John 8:34-59

Acts 5:28-32

gossip

It topples governments; wrecks marriages; ruins careers; busts reputations; causes heartache, nightmares and indigestion; spawns suspicion; generates grief; and causes innocent people to cry in their pillows at night.

Even its name hisses.

It's called GOSSIP ... shop gossip ... office gossip ... party gossip.

It makes headlines and heartaches. Before you repeat a story, ask yourself:

Is it true? Is it fair? Is it necessary? Is it your business?



What to do if Your Postal Spouse Dies

— File this with your important papers —

Hopefully, none of our members will need this in the near future. Should the need arise, this information could prove most valuable if kept in close proximity to the family will and/or other important paperwork. This information originally was published in the *Indiana Postal Workers Union-Dispatch*, *Austin Postal Worker* and the *Indy Info*.

What to do?

1. Notify employee's immediate supervisor.
2. Notify postmaster and/or plant manager.
3. Contact the following:
 - A. The union
 - B. If a veteran, contact the Veteran's Administration.
 - C. Local banks and credit union
 - D. Social Security Administration
 - E. Insurance companies
 - F. Internal Revenue Service and state income tax department.
 - G. Safety deposit box
 - H. Change deceased name on important papers to survivor's name.
4. Notify immediate supervisor of the time and place of services of the deceased.
5. Have mortuary obtain five (5) copies of the death certificate.
6. Turn in locker keys, badge and other postal property to immediate supervisor.
7. Fill out the following papers (available from personnel office)
 - A. SF2800-application for death benefits.
 - B. SF1155-claim for designated beneficiary for unpaid compensation
 - C. Claim for benefits. Federal Employee Group Insurance (FEGLI)
 - D. Check with personnel section for exact amount of annuity for yourself and minor children.
8. If previously married, have divorce papers.
9. If previously married have marriage license.
10. A will is a vital necessity; this will eliminate costly court procedures.

Survivorship annuity is not paid automatically, you must apply for it. In most cases, if the spouse was a veteran, he/she is entitled to \$300 for burial expenses. If the cause of death is due to a job related injury the Division of Federal Employees Compensation (DFEC) will pay up to \$800 burial expenses minus any amount the VA gives. The survivor, in case of a job related death, may also apply for an annuity from DFEC; spouse can then choose the higher amount.

LABOR DAY PARADE

Meet at 8 a.m. at APWU



Recurrence of an Injury or Occupational Disease

By Bob Wood

In the case of a recurrence of an injury or to reopen a claim that has been closed the following procedures must be followed:

CA-2a: Notice of Federal Employee's Recurrence of Disability and claim for Pay/Compensation. There are 2 instances where you might need to fill out a CA-2a.

Recurrence of disability — an employee's inability to work after return to work, that is caused by the spontaneous change in the employee's medical condition and is related to a previous injury or illness without intervening injury of injury or new exposure.

If upon returning to work you have an injury that you believe to be the same as your previous injury and you are unable to work, the first thing you need to do is see your doctor. Have your doctor make the determination of your medical condition. You will need a report from him that includes the following information:

- A. Dates of examination and treatment.
- B. History given by you (you will give a detailed description of your job to your doctor.
- C. Detailed description of his findings.
- D. Results of all diagnostic tests
- E. Diagnosis
- F. Clinical course of treatment
- G. Physician's opinion as to whether the disease or illness was caused and/or aggravated by the employment,

along with an explanation of the basis for this opinion. (This is crucial.)

If it is the opinion of the doctor that the injury is a recurrence of your previous condition, you will then fill out the CA-2a and submit the medical report making sure you get a date-stamped copy for your records.

If your initial disability was for a traumatic injury and you have a recurrence of the disability, you would be eligible for any balance of the 45-day entitlement to COP not used during prior periods of disability provided that:

1. You complete form CA-2a and elect to receive COP.
2. OWCP did not deny the original claim for disability.
3. The disability recurs and you stop work within the 45 days of the time you first returned to working following the initial periods of disability.
4. Pay had not been continued for the entire 45 days.

If the 45 days of COP has been reached or your initial injury was an occupational disease, you take either annual leave, sick leave or LWOP. Once you receive notice that your claim for recurrence has been approved, you will only be able to take LWOP to receive OWCP compensation.

Recurrence of medical condition — a documented need for further medical treatment after release from treatment for the accepted condition or injury when there is no work stoppage. The same procedures identified above will need to be followed with the exception of the leave portion.



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.





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- Free Parking (for groups guaranteeing 500 or more)
- \$5 Parking for Groups of 50-499

THE **SYLVESTER** PACKAGE \$29.99 + TAX PER PERSON (A \$58 VALUE!)

Includes:

- All Day Admission
- All-You-Can-Eat Buffet Meal
- Buffet Includes Pulled Pork Sandwiches, Corn Dogs, Chips, Unlimited Soft Drinks & Frozen Twin Pops
- Free Parking (for groups guaranteeing 500 or more)
- \$5 Parking for Groups of 50-499

THE **TWEETY** PACKAGE \$27.99 + TAX PER PERSON (OVER \$64 VALUE!)

Includes:

- All Day Admission
- Parking



CALL 636-938-5300 EXT 288 OR 289 FOR MORE INFO.



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*Congratulations to
Melvin and Shirley Sanders
on their
Wedding Anniversary
August 7*



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

Venetta Gladden
Mother of Venetta Lambert Davidson
Tour 3 Shop Steward

**Thank
You!**

Our Heartfelt Thanks

to two of our retired ETs
from the main office

Gary Brown
and

Kevin Renfrow

who donated the labor to
replace some outdated lighting
at the Union Hall.



Meeting

**Postal Worker's
Building Corporation
Meeting**

The annual shareholders meeting
of the
Postal Worker's Building Corporation
will be held on

October 9, 2012
at 4:30 p.m.

The meeting will be held at
1705 S. Broadway



HAPPY BIRTHDAY!

JULY

Abeln, Mary
 Askew, Karen
 Atkinson, Burline
 Audrain, Christine
 Babcock, Celeste
 Bailey, Anthony
 Bailey, Lynn
 Baldwin, Loretta
 Ballentine, Bruce
 Barron, Nathan
 Barron, Phillip
 Bennifield, Yolanda
 Bezeau, Kenneth
 Bocklage, Karen
 Brady, William
 Brown, Melani
 Brown, Yvette
 Burke, Barbara
 Collins, Jackie
 Criglar, George
 Deavault, Stephanie
 Dixon, Collette
 Eiland, Darryl
 Eldridge, Bryan
 Eschbacher, Bernard
 Fincher, Susan
 Fluker, Cortee
 Ford, Conrad
 Fournier, Vicki
 Frazer, Donald
 Frye, Gloria
 Fulton, Delores
 Gillespie, Rhonda
 Griffin, Anna
 Hagemann, Richard
 Hamilton, Michael
 Hampton, Joyce
 Hardaway, Robin
 Hardy, Sabrina
 Harris, Barbara
 Hartmann, Barbara
 Hunnicutt, Edwin III
 Jackson, Diane
 Jackson, Willie
 January, Maggie
 Jefferson, Darryl
 Jersey, Carole
 Johnson, Beverly
 Kiner, Arthur
 Knock, Billy
 Lawrence, Monroe

Lawson, Faye
 Lester, Delmia
 Little-Davis, Annette
 Martin-Thomas, Marcena
 Maynard, Rachel
 Mays, Veronica
 McFall, Steve
 McMahan, Steven
 Monroe, Diane
 Morgan, Victoria
 Morrison, Barbara
 Mullen, Vincent
 Nard, Lorene
 Nicksich, Anthony
 Olive, Arthur
 Paddock, Raymond
 Palmer, Kevin
 Parker, Kacktrance
 Pryor, Yoshi
 Reynolds, Abron
 Rodgers, Darla
 Schumacher, Charles
 Schweiger, Alan
 Scott, Michelle
 Scruggs, Monica
 Sing, Renee
 Slack, Elizabeth
 Stewart, Brian
 Stretch, Tamara
 Stribling, Georgia
 Swopshire, Charlene
 Swopshire, Teddy
 Thomas, Robert
 Vorpi, Glenn
 Washington, Linda
 Weidemann, Ronald
 West, Vernon
 Whitley, Samuel
 Wilburn, Kevin
 Williams, Sharon
 Williams, Theresa
 Williams, Tiffany
 Wilson, Robin
 Winberry, Jimmy
 Wingbermuehle, Robert
 Wrinkle, Ronald
 Wynee, Cheryl

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 Boone, Joanne
 Boyce, Gail
 Breedlove, John
 Brewer-Caldwell, Margo
 Brown, Stanley
 Burkett, Zaundra
 Burns-Agnew, Denina
 Calcaterra, Keith
 Campbell, Kimberly
 Caulk, Lance
 Colenburg, Ramone
 Connelly, Sean
 Counts, Pamela
 Cunningham, Clabe
 Deitz, Stephen
 Erickson, Jon
 Favors, Toni
 Feltenstein, Laura
 Ford, Anthony
 Frischman, Judy
 Gilbert, Gerald
 Glasco, James
 Gleghorn, Vivian
 Green, Sandra
 Guerrios, Mitzi
 Hagens, Michelle
 Hampton, Mateyas
 Harris, Adrienne
 Harris, Pierre
 Harris, Sherille
 Heavens, Darius
 Hecker, Donna
 Hood, Vickie
 Huelsing, David
 Hurley, Donald
 Jackson, Danny
 Jackson, Donna
 Jenkins, Stephanie
 Jones, Dorothy
 Jones, Yvette
 Jordan, Bryan
 Karns, Michael
 Lamar, Cody
 Land, Gary
 Lauharn, Jeffery
 Lee, Kimberly
 Leemon, Elizabeth

Luster, Vanessa
 McCarthy, Diana
 McCulloch, Richard
 McFadden, Sheila
 McKinney, Marilyn
 McPeters, Joseph
 Mebane, Wanda
 Mitchell, Donna
 Moore, Margaret
 Morice, Gregory
 Moutray, Jerry
 Netscher, Tessa
 Oliver, Scott
 Orr, Shirley
 Palmore, Angelia
 Parks, Willie
 Peterson, Jerald
 Phillips, Cher
 Pohlmann, Daniel
 Pruitt, Darren
 Rehkemper, Roger
 Ricks, Margaret
 Rodenborn, Brent
 Russell, Gregory
 Ryan, Mary
 Scales, Carol
 Schalman, Robert
 Scott, Leon
 Sedberry, Deborah
 Sherrard, Brenda
 Smith, Adam
 Stamps-Stephens, Pat
 Suggs, Claudella
 Sydow, David
 Tarkington, Carla
 Tate, Darren
 Taylor, Gregory
 Thomas, Marlyne
 Tien, Joanne
 Travis, Jocelyn
 Vandeven, Austin
 Wagenblast, Frank
 Wallace, Priscilla
 Waller, Richard
 Ware, Kathleen
 Weddington, Teresa
 Wilhelm, Guy
 Williams, Adonica
 Williams, David
 Wilson, John
 Wolfmeyer, Fred
 Yowk, Evelyn



National Safety Month

July is National Safety Month. The APWU Health Plan would like to remind you that proper working conditions, and safety precautions at the workplace will go a long way to prevent major accidents and injuries from occurring.

Accident reporting

Any injury at work — no matter how small — must be reported immediately to your supervisor and receive first-aid attention. Serious conditions often arise from small injuries if they are not cared for at once.

Safety checklist

It is every employee's responsibility to be on the lookout for possible hazards. If you spot one of the conditions on the following list — or any other possible hazardous situation — report it to your supervisor immediately.

- Slippery floors and walkways
- Tripping hazards, such as hose links, piping, etc.
- Missing (or inoperative) entrance and exit signs and lighting
- Poorly lighted stairs
- Loose handrails or guard rails
- Open, loose or broken windows
- Dangerously piled supplies or equipment
- Unlocked doors and gates
- Electrical equipment left operating
- Open doors on electrical panels
- Leaks of steam, water, oil, other liquids
- Blocked aisles
- Blocked fire extinguishers, hose sprinkler heads
- Blocked fire doors
- Evidence of any equipment running hot or overheating
- Oily rags
- Evidence of smoking in non-smoking areas
- Roof leaks
- Directional or warning signs not in place
- Safety devices not operating properly
- Machine, power transmission, or drive guards missing, damaged, loose, or improperly placed parts

Safety equipment

Your supervisor will see that you receive the protective clothing and equipment required for your job. Use them as instructed and take care of them. You will be charged for loss or destruction of these articles only when it occurs through negligence.

Safety shoes

The organization will designate which jobs and work areas require safety shoes. Under no circumstances will an employee be permitted to work in sandals or open-toe shoes. A reliable safety shoe vendor will visit the entity periodically. Notices will be posted prior to the visits.

Safety glasses

The wearing of safety glasses by all shop employees and volunteers is mandatory. Strict adherence to this policy can significantly reduce the risk of eye injuries.

Good housekeeping

Your work location should be kept clean and orderly. Keep machines and other objects (merchandise, boxes, shopping carts, etc.) out of the center of aisles. Clean up spills, drips, and leaks immediately to avoid slips and falls. Place trash in the proper receptacles. Stock shelves carefully so merchandise will not fall over upon contact.

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Maintenance ... 314-436-4668
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GATEWAY LOCAL CALENDAR

July 4 (Wednesday)	Independence Day Holiday
July 11 (Wednesday)	Executive Board Meeting (2 p.m.)
July 16 (Monday)	Steward's Training (9 a.m. & 7 p.m.)
August 5 (Sunday)	APWU Picnic
August 8 (Wednesday)	Executive Board Meeting (2 p.m.)
August 13 (Monday)	Steward's Training (9 a.m. & 7 p.m.)
August 20-24	National Convention
September 3 (Monday)	Labor Day Holiday (Labor Day Parade)
September 5 (Wednesday)	Executive Board Meeting (2 p.m.)
September 9 (Sunday)	General Membership Meeting (3 p.m.)
September 10 (Monday)	Steward's Training (9 a.m. & 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?

*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.