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AMERICAN POSTAL WORKERS UNION AFL-CIO
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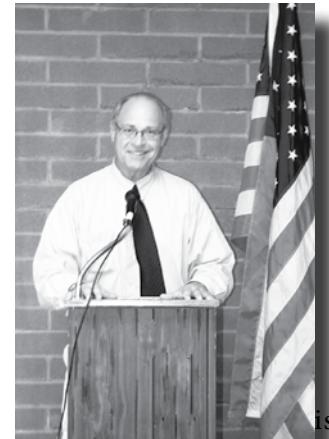
PICNIC

JULY 21, 2013



WHO'S YOUR DADDY?

By Frederick Wolfmeyer, President



Hello to all my union sisters and brothers. I wish all of you and your families a safe and enjoyable summer. When you read this article, the local union will be running its election for general and craft officers. While I cannot use this space to campaign, I can ask that all of you exercise your right to vote. I have written numerous articles on voting and the importance of exercising this right, and I encourage all of you to do so.

Recently, I have received several phone calls from members who are complaining about fellow members. I often hear complaints that Sally has a better bid than Jimmy. Sally always gets to put up the box mail and poor Jimmy never gets anything but window, window, and more window. Bobby always works on DBCS S4 while Hilda gets moved around all night every night. Now some of these situations may be something the union can rectify by talking with management, but why do the members who complain blame all the wrong doing on the other member? Why do these members complain to the supervisor, especially when it comes to a fellow member perhaps taking a minute or two longer on break, or who might talk a little longer with a customer? Who actually does the supervision, the complaining member or the supervisor? I think it is supposed to be the supervisor or manager. Now, if I got complaints about them, I could understand, but the problem child always seems to be another member. And after listening to all the complaints and taking notes during the phone conversation, the member on the other end asks, "What is the union going to do for me?" or "What are you going to do about this member, are you going to call the supervisor and tell them?"

My answer is, I will not call a supervisor or manager and inform on a member, any member. In reality, on many occasions, the complaint does not equal a contract violation. Let me explain. There are complaints and every member has a right to complain and I will listen. Then there are violations that must be addressed either through a conversation with management or by filing a grievance. What we all

need to be complaining about is management performing our work and trying to get by with a bare-bones approach rather than with the proper staffing.

Sisters and brothers, management is our adversary not our fellow member or the union itself. Most of the problems that exist in the Postal Service have been mostly caused by management. Management fails to adhere to the contract or blatantly ignores the agreement. Why do you think we just won the \$82,000 grievance in Wentzville? Management informed the steward they could do what they wanted. Fortunately at that location, a member stood up for the contract, many did not, and the end result was payment for management doing our work.

What happens, all too frequently, is that members do not report violations or members ignore work rules or allow management to ignore them because they receive some type of special treatment where they obtain a schedule change, are allowed to leave early, or they get to take annual leave when others are not allowed to do so, you know the routine.

Now to the questions of "What is the union going to do for me?" or "What is the union going to do about this?" The union is here to help you, the members. All the benefits you receive from the service, e.g., sick leave, annual leave, rate of pay, step increases, overtime pay, night differential, Sunday premium, health insurance, life insurance, EAP, etc., are all benefits that have been negotiated by the APWU. The union also works to protect your rights and work rules. Your officers and stewards, and national officers all police the contract and file the necessary grievances to protect your rights. We will aggressively fight for you whether it be a contract issue or a discipline issue. In our local, I instruct the stewards to tell you what you need to hear not what you want to hear. Sometimes you may not like what the union tells you, but it will be the truth not fiction.

Therefore, sisters and brothers, to answer the question in the title of my article, "Who's your daddy?" The union is.



Editor's Corner

By Shelia Patton-Harris



Once again, we, as a postal family, must say goodbye to a promising young life ended by gun violence. Too many times families here at the post office have had the lives of their children cut short by senseless acts of violence. My sincerest condolences go out to all of the families affected by this tragedy. There seems to be no rhyme or reason or answer to this problem. The children that were killed came from good homes with hard-working parents. Most were not gang members or drug sellers. Some were in the wrong place at the wrong time, so were innocent bystanders. Brandon Allen Richards was one of the most recent victims. He was 18 years old. Another one of our members lost her daughter not long ago to gun violence. We need to be grateful for the people in our lives, es-

pecially our children. The things we hold so dear can so quickly be taken away.

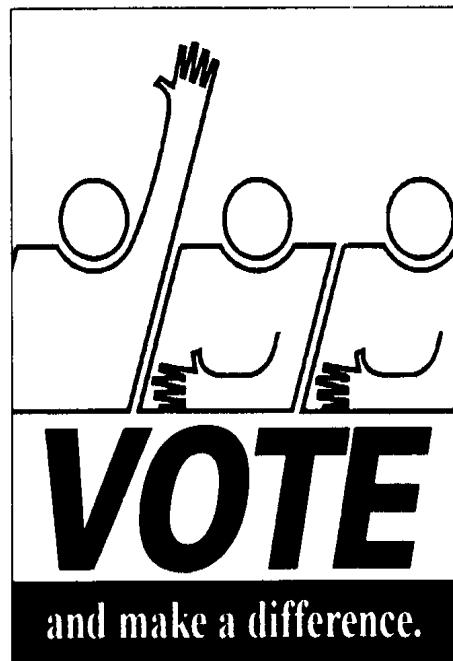
In the future, the Press On will become a monthly paper. The paper will be smaller and starting with the next issue the birthday lists will be discontinued. This change will allow us to bring you information in a timelier manner and reduce costs.

Don't forget to vote in the local and national elections. This is your opportunity to have your say in how this union is run. Everyone should take part in this democratic process. Don't complain if you are not willing to get involved. If you don't like how things are going, do something about it. An election is not a popularity contest. You need to consider the qualifications of the candidate, their past record, and their ability to meet the challenges of the position for which they are running.

Management is on the discipline bandwagon again. Remember, even if you are out and get discipline in the mail, you still have only 14 days to file a grievance. Not 14 days from the date that you return to work, but 14 days from the date you receive the discipline. That means you must contact the Union Hall so that you can file a grievance. Don't wait around for the 13th day to decide to file. File as soon as you become aware that you have been issued discipline. Always file on any discipline that you receive even if you think it is no big deal. Those pieces of discipline add up and the next thing you know you are facing a notice of removal.

Come out to the family day activities this year. This is a good opportunity to network with your fellow postal employees. Have a meal and share a laugh. The local would really like to see your face in the place.

*Happy Anniversary
to
Melvin & Shirley
Sanders
on
August 7, 2013*



Summertime – and the Living is Easy

... not all the time!!

By Al "Mickey" Miller

Well now, is summer really here? I think so. It has not snowed today. I haven't seen any hail this week. It did not freeze last night. The weatherman (woman) or meteorologists, which ever you prefer, has predicted and stated as *fact*, unequivocally, that at 12:04 a.m. on June 21, 2013, it is officially summertime. Well, what do you know; we finally got some "perfect info" from the weather brains. Summer was coming no matter what they say.

I still love all of my weather people. They do a bang-up job keeping us safe during tornadoes and storms; let's give them a standing ovation. (clap, clap, clap)

Okay, so summer is finally here. Along with the advent of summer comes a whole new host of situations and problems that no one understands but you and your family. The kids are out of school, no problem; the kids get out of school every year at this time. Mom and dad are coming for a two-week visit since their condo in Colorado burned down during the fires in the last month. Yes, that's your problem too. Get the guest room ready.



Sis, I'm just calling, I think Janice and I will come down for a week while mom and dad are there, have you got room for us?

The *stress* is building to a crescendo and we are getting lost in the summertime jungle of decisions. We cannot falter though. We must push forward with plans. We must lead our troupe to summertime happiness.

We can survive and we will survive. This scenario is just one of hundreds of situations that could come up in our everyday life as dedicated postal workers. We have pledged to be dedicated workers. Through our union and contract negotiations, we have been provided a package of great benefits that we can be proud of.

One of the best benefits we have in our contract is a professional, confidential and free Employee Assistance Program.

Stressed out? Make the call!

The Deer Oaks EAP Service is at your service, twenty-four/seven (24/7). The telephone number for Deer Oaks EAP Service is 1-866-EAP-2400 (1-866-327-2400)

Sometimes just a brief confidential conversation with one of the EAP counselors can provide the out-

let for relieving that *stress* that builds up when we get overwhelmed with so many small situations that seem to get bigger and bigger and the year-long planning starts to fail or so it seems.

Every Postal Service employee and their **immediate family** that **resides** in the worker's household, is eligible for EAP services. **Deer Oaks** provides services for all employees who work within the **631**... zip code area. The **NDC** and **Annex** also receive service from the **Deer Oaks EAP**.

All other postal employees who do not work in the above areas will receive EAP services from the equally professional, confidential and free EAP Service 24/7. The name of the provider is **Magellan Group EAP**. When you call the EAP telephone number, you will be queried as to your work location and directed to the proper EAP provider.

The union encourages our members and other postal employees to use your benefits. It belongs to you, the members and employees of USPS. Use it.

Make the call!



**Congratulations to
Amy and Joshua Raposa
on the birth of their son,**

***Joshua David Jr.
Born on June 19, 2013***

Amy is the daughter of Gene and Annette Hollenbeck



Greetings to all Associate Office Members!

From the Desk of Associate Office Director Becky Livingston



So spring is over and summer has arrived. How is it going? We are actually making some headway on some of the issues we have been facing regarding the new contract. We have recently had some arbitrations go our way concerning the global settlement and PSE progressive discipline. The POS-Plan arbitration is going on right now and if everything goes according to "plan" we will be on the prevailing side of this arbitration, also. The USPS is still working on the global settlement arbitration decision and figuring out how it applies to all of the grievances that were held in abeyance until the final decision was received. I will let everyone know what the final outcome is when we once again agree on the remedy.

Supervisors performing bargaining unit work is still an ongoing violation at most of the Area 1 and Area 2 post offices. While management is claiming "emergencies" every day, we cannot continue to let them perform our duties. I cannot think of one associate office that has their full compliment, because management has either reverted positions or, because of withholding, have not been able to fill residual vacancies. I have been going to offices to file on one and two hours of bargaining unit work being performed in Level 22 post offices, but we all know that one hour a day can become six hours a week and so on and so forth. You get what I am saying? The only thing I can say is that it has to be well documented with statements or proof showing

signatures/initials on clearing forms. We have had some great success over the last few months because they know that management-created "emergencies" are not covered in Article 3.

Overtime issues have also been keeping me busy. Overtime desired lists are not being posted properly and management is not utilizing the list correctly. All I can tell you is keep track of the overtime you work, and if you think there are violations, give me a call and I will pull the clock rings and make sure the hours are being distributed fairly and equitably. PSEs are not to be scheduled over eight hours per day without first utilizing everyone on the OTDL who is qualified and available to work those hours. This keeps coming up and we are trying to get this corrected.

Everyone please try to attend the APWU annual picnic. Every year it gets bigger and better and everyone has a great time. If anyone did not see the RSVP notices, please give me a call and I will make sure you get added to the list.

The next associate office meeting will be held on Thursday, July 11, 2013, from 7 p.m. to 9 p.m. at the Ponderosa Steakhouse in Eureka, Mo. There will be refreshments provided and APWU Executive Board members will be available to answer questions and concerns.

Have a great summer and I hope to see everyone soon!



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

Brandon Allen Richards

Son of

James Richards
Maintenance

Charles Ransome

Father of

Evelyn Ransome
Tour 1 Clerk



Postal Workers Building Corporation

(PWBC)

Annual Meeting

October 7, 2013

at 4:30 p.m.

at the

Union Hall

"Things are not Always as They Seem"

By Sherry Williams, Shop Steward for Stations and Branches

Since I have become actively involved with the union and have learned the grievance process, let me tell you, "**Things are not always as they seem.**" For whatever reason you are not a union member — whether it is because you just haven't made time to join or whether it is because you were a dissatisfied member — let me give you something to think about. Even though I have been a member since my employment in 1993, for most of it, I was a dissatisfied member. I have felt the same way that many of you do. I have made many statements like, "**The union ain't doin nothin,**" or "**The union ain't gonna do nothin,**" or "**How can they let management do that?**" But it's just like I said, "**Things are not always as they seem.**"

I'm sure that everyone has their own perception of how they feel the union should operate. The union is there to enforce the contract — plain and simple — to file a grievance each and every time management is in violation of the contract (which is a lot). The union is there to communicate with the members — answer their questions — and provide information and offer assistance in any way

that we can. The union cannot **make** management honor the contract. The union cannot **make** management treat each and every clerk with dignity and respect. The union cannot **make** management do the right thing. The union cannot come down to the MPO or the stations and branches with a paddle and whip their *** or make them stand in a corner or give them a time-out for bad behavior, nor do we engage in verbal or scenic confrontations with management. We file grievance ... after grievance ... after grievance; not just on the local level but on the national level as well. The union has won and is winning battles that most of you are not even aware of. Don't be anti-union because things don't happen as quickly as you would like or things don't always turn out like you think they should. Victory doesn't happen overnight, just like Rome wasn't built in a day. The grievance process, granted, is sometimes a slow process, but it does work.

And let us not forget about the nice salaries that you bring home and the great benefits that take care of us and our families. The union plays a vital part in that. Also, let us not forget about the benefits that only union members have access too. And for those of you who really want to know

what's going on, come to the general membership meetings held once a month. You might just be surprised to find out the things your union has done and is doing for you. You can ask questions and voice your concerns with the president, the officers and shop stewards present. There are those of you who will come out in a blizzard to rally to maintain six-day delivery and quality of our service and then there are those of you who will just complain about everything that's wrong.

So for all of you non-members, just stop and think. If you think that things are bad now — if you think that your 204B, supervisor, MDO or manager is a hot mess now — what do you think it would be like if there was no union? If you get discipline or a letter of removal, who you gonna call? How many of us have been terminated (and sometimes rightfully so) and were able to come back to our nice salaries and benefits. Who do you think made that possible? Sometimes it's good to be thankful and find the good in what we have, instead of doing our best to focus on the bad. The labor movement has been waging wars way before our time. There is strength in numbers. I am proud to be a union member!

St. Louis Union Label & Trades Council

Al "Mickey" Miller, Local #8 Representative

Always Demand the Union Label Shop Card and Service Buttons

Affiliated With Union Label and Service Trades Department – Washington, D.C.

Missouri State Labor Council ... AFL-CIO ... St. Louis Missouri Labor Council

Made in America matters to every American whether we know it or not.

BUY AMERICAN

Keep JOBS in AMERICA

Clinician's Corner..

Monthly Advice from the Deer Oaks Clinical Team



Unhealthy Thinking can Lead to Stress

Perhaps some of us have heard of “cognitive distortions,” or “thinking errors.” How we think leads to how we feel. And how we feel, if it’s negative, can lead to negative stress and poor self-esteem. So, let’s see how to overcome some of the most common thinking errors.

1. *Assuming:* You assume without checking out the facts or evidence. Overcome this by checking out the facts or think of different ways to think about it positively.
2. *Shoulds:* Demands we make on ourselves- “I should be perfect.” Overcome this by thinking that the only should that makes sense is that humans “should” be fallible.
3. *The Fairy-Tale Fantasy:* Demanding the ideal from life rather than realizing that unfair/bad things happen randomly to good people. Overcome this by substituting “would” or “could” for “should.” “I wonder what I should do to improve things.”
4. *All or Nothing Thinking:* You hold yourself to impossible standards- “If I’m not performing perfectly, I’m a loser.” Overcome this by thinking “grey” or in the middle between all or nothing. Counter the example by thinking “Poor performance never makes a complex person worthless, just fallible.”
5. *Over Generalizing:* Deciding that negative experiences describe your life completely- “I always get rejected in love.” Overcome by thinking of when you weren’t rejected by love, for example.
6. *Labeling:* Giving yourself a label as though a single word describes a person completely- “I’m stupid.” Overcome by recognizing that a label doesn’t make up the whole person. Maybe at times you don’t have all the information but that doesn’t make you stupid, plus you have so many other positive qualities.
7. *Dwelling on the Negative:* You concentrate on the negative so much everything becomes negative- “How can I feel good about the day when I was criticized.” Overcome this by thinking, “Would I enjoy the day more if I focused on something different?”
8. *Rejecting the Positive:* You concentrate on the negative so much you overlook the positive; someone compliments your work and you say, “Anyone could do it.” Not only are you disrespecting yourself by not soaking in the compliment but you are disrespecting the gift someone is giving you. Overcome this by thinking that you’d give your best friend credit for the things that he/she is doing, so why not take the credit too?
9. *Unfavorable Comparisons:* Magnifying your faults and comparing them to others would always make you seem inferior. Overcome this by saying, “Why must I compare? I need to appreciate my uniqueness.”
10. *Catastrophizing:* You tell yourself that something is so awful that you don’t have the capability of dealing with it. Overcome this by asking, “If this does happen, how likely is it to do me in?”
11. *Personalizing:* You give yourself more power to be in control of or involved in things when you really are not. For instance, a son drops out of college and the mother thinks it’s all her fault. Overcome this by distinguishing influences from causes. Others’ make their own decisions.
12. *Blaming:* You give someone else all the blame vs. taking responsibility for your actions. Overcome this by thinking a healthy person needs to own his/her actions but it doesn’t make me a bad person.
13. *Making Feelings Facts:* You take your feelings as proof of the way things really are. For example, “I feel ashamed and bad. I must be bad.” Overcome this by asking, “What would someone who is 100 percent bad be like? Am I really like that.” Remember thoughts change how we feel.

~Calleen Friedel, MS LMFT-S CEAP SAP

Excerpts taken from The Self-Esteem Workbook by Glenn R. Schiradli, Ph.D.

IT Recruiting

Note: This is a letter that the St. Louis IT recruiting team for the APWU is using to try and improve the membership numbers. Currently there are only about 30 members out of 95 IT employees who are dues-paying members. This letter is being used as a tool to try and improve this situation.

— Brandan Kraft

Practical reasons to join our union

Practically, there are numerous reasons for belonging to our union. But for me these can all be boiled down into two reasons: 1) quality of life and 2) freedom of the individual.

... continued from the March/April edition of the Press On!

Reason #2 – Freedom of the Individual

In our current work environment negotiated by our union, you can be yourself. We don't need to maintain an artificial appearance and be somebody we aren't. Look around and you'll see that many of us dress casually—jeans and T-shirts even. We should feel free to speak out about something we like or don't like. None of us should be worrying about having to try to impress our supervisor in order to keep our job. If you are, talk to a steward, we can and will work with you to do something about it.

When it comes to our work we can speak our mind about the systems and projects we find ourselves involved in here at the center. We don't need to worry about being disciplined for expressing a contrary opinion or for having a disagreement about our job or our work. You can actually have creative opinions (which go against the grain) and dare to think outside the box and not worry about losing your job because of it.

Now contrast this with the corporate world. You better dress like everyone else. You better talk like everyone else. And you better bob your head like everyone else if you want to keep your job. Social non-conformity is frowned upon in the corporate IT world. What may be a surprise to you if you haven't been out there in the corporate world, is not only is social nonconformity frowned upon, but if you speak up about something you don't like, you can actually lose your job. What may be of an even greater surprise to you is the fact that because of our union, you have a voice that's probably greater than your supervisor's. Do you think your supervisor can complain or express their contrary opinions without serious repercussions? If so, think again.

If you don't like something, or wish to change something, it can be addressed through local or national negotiations. You may not have personally experienced this, but we do have the possibility (i.e. in 2006 our union negotiated to remove the time clock requirement) and we have better chances of changing things with a greater number

of members. Locally, our union meets monthly where, as a member, you can take part in the democratic process of voting for our representatives and initiatives.

Did you know in the corporate world, it is a practice to have to sign intellectual property rights clauses giving your employer ownership of all of your creativity and ideas while you are employed by them? It is also not uncommon to be forced into signing "no compete" clauses as a condition of employment which pretty much bars you from trying to improve your personal situation by seeking employment with a competing company. These "no compete" contracts can last for months or even in some cases, years. You won't find that as a condition of our employment. If you're a creative individual, go home and be creative and own the benefits of your God-given talents. Just do it on your own time. Not only can you be yourself while you're on the job, but you own your life. You can thank your union for that.

My Story

When I came to work here in 1998, I didn't understand why we had a union. In fact, I was told by a steward on my very first day of work that the union was responsible for creating my job and I should be thankful and sign up. I needed more convincing than that. I laughed it off. As a recent graduate and a young individual who really enjoyed programming and was receiving job offers right and left, I thought it was kind of ridiculous that I would need to join a union. It wasn't the union that recruited and hired me. Besides, I could find a job somewhere else. But what I didn't know at the time was how great this job actually was compared to other places of employment.

After my first couple years here at the center things were pretty good for me until one day I was falsely accused of running a business out of my cubicle. Somebody had taken a great dislike to me and wrote an anonymous letter to management complaining about me and how he didn't like it that I was "robbing the Postal Service." Management be-

gan to investigate me, pulling up all my computer activity, phone records, and even interviewed all of the employees I worked with, all without me knowing what was going on. By the time I found out I was under investigation, everyone else around me already knew. All were instructed not to say anything to me about it. I only found out because a fellow employee of mine had the decency to ignore his orders and tell me I was under investigation.

I was scared! I walked into my manager's office to talk to him and find out the details of this "investigation." My supervisor explained to me that he had been instructed by the center manager to conduct an investigation on me and how it should be conducted. He then said to me that he needed to ask me a few questions. He got out his investigation packet and I panicked. My job was apparently on the line. What was going to happen to me? What was I being accused of? I was shocked to think I was being accused of this and also afraid of what evidence might have been planted. I was also shocked that management was taking this action against me even though I had never received a bad review.

I didn't know about my Weingarten rights, but I had a vague understanding at the time that the union had something to do with "keeping people's jobs." So before I answered any questions I asked if the union knew if this investigation was ongoing and my manager said that he did not inform the union. He also then asked me if I would like to have my representative in the office with me while he conducted his investigatory interview. I said, "yes, please." (He didn't have to ask me this, this is why it's important you understand this process.)

My supervisor got on the phone and called for Mike Eaton, the steward over the IT area of the center. I did not know Mike very well. But he came into the office and started asking questions. He spoke with authority and appeared as an equal with my supervisor. He advised me to answer the questions, but then he started sticking up for me. At the time I didn't realize why he was doing it, but he pushed back on my manager, demanding to know what I'm being accused of and why certain questions were being asked. He was doing all of this for me and I wasn't even a member.

Management later discovered through their investigation of me that I was completely innocent and no discipline was brought against me. But that incident left an indelible impression on my mind. Why would they go through such length to investigate me based on merely the receipt of an anonymous letter? I was an excellent employee, or at least I thought I was. I was even at times putting in 12-14 hour days during the crunch time of a project, all without asking for overtime pay. I remember a few times I even drove home from the center at 3 a.m. in the morning after pulling

an all-nighter to get the project completed (free work). I was doing what I thought was my loyal part to help out the company and this was how they repaid me, by investigating me because of an anonymous tip?

I continued to perform well, cranking out high-quality code and working really hard to be the best employee I could be. I really enjoyed my job, but I still wasn't a union member. There was a lot of bad mouthing of the union, but I never forgot what Mike did for me. I was also still a level 18 programmer and every time I'd apply for a promotion I was rejected, sometimes in favor of people who were assigned to me to train and help find their wings as new employees in the center. Time and time again I'd apply for a promotion and I was rejected. It didn't matter how hard I worked or what things I had done, I just could not get the promotion I thought I deserved and it began to dawn on me that there was a real need for an employee advocate. I didn't want to leave the center. I wanted to stay because I loved all the benefits this job brought to my life. I was a new dad and I needed that vacation time to be with my wife and son. I didn't want to give that up by leaving for somewhere else. So, to make a long story short, I joined our union. Mike Eaton was no longer my steward, he later died of Amyotrophic lateral sclerosis (ALS or commonly known as Lou Gehrig's disease). I'm sorry I never got to know him very well.

Some might ask if I didn't like things, why didn't I just leave? I could make more money somewhere else. I could have walked out the door and taken my talents somewhere else. But what would I give up by taking this route? In another environment will I work hard only to be taken for granted? I'm nearing 40 years old and I ask, what happens when I'm no longer the cool new kid on the block? Reality has set in. I am no longer the cool new kid. I'm the established employee that management takes for granted. They take us all for granted — even the cool new kids.

It eventually dawned on me that with all my hard work I was not unlike the others here at the center and in the industry. **There is no loyalty from management to any employee** for years of service or for any hard and good work. If you think otherwise, wait a few years after giving them your very best.

Join our Union

Over time through talking to my friends in the corporate IT world, I began to realize how great the unionized IT environment was in comparison to the corporate IT environment. Looking back I also realize I had the wrong motive for not joining the union. Most of the time I was looking for just what the union could do for me. I wasn't

thinking about how I might help the union and help myself and others by strengthening our union. It eventually dawned on me that the only way to help yourself is to help others as well.

I'm going to do my best to make this work environment the best it can be. The union has the exclusive right to negotiate wages and working conditions, so if one wants to make this place better for employees, one must work within that framework. We will do good work, but we will demand adequate compensation for it. We'll join hands with accounting, the accounting help desk, and the rest of the local and help them with their struggles as well. We will be united with them because there is strength in numbers. This isn't just about me or information technology. This is about the employees. This is about you as well. And neither of us will do well unless we're all united.

We aren't as strong as we need to be. In fact I write this to tell you that we are in danger. We are in danger of losing many of our benefits that our union has worked so hard for in the past. Management has already reduced vacation for new employees who start out in EAS positions. Newly hired EAS employees now start with only two weeks vacation and after 15 years only earn four weeks. Do you think management would like to reduce benefits for our bargaining unit also? I can guarantee you they would love to cut our benefits if they're willing to do it to their new EAS employees. The only thing that is preventing them is our contract.

We are also moving into a new era of tinkering with development methodology to try to improve productivity.

Agile software development life-cycle processes encourage group-think, paired-programming, and cubicle removal to try and eke more and more productivity out of individuals. But how will these new processes affect our working conditions? Does it mean we will be forced to give up our semi-private desks? There is talk of that now. Will we lose our individuality and our ability to voice our opinions? How do you feel about that? You may like it, or you may not. However, your voice will be meaningless unless you join our union. Take my word for it, management will not take you seriously unless you speak with a united front.

Let's not throw away the great opportunity we've been given here at the St. Louis solution center. Have you considered how special it is to be in IT and also be in a unionized environment? If you're not a member, help us in our cause to improve this place and keep the benefits and wages we have via the hard-fought battles of the past. We can't do it unless we're all united. If we're divided, we'll either all be out of a job, or we'll be no different than any other IT workplace.

For the sake of brevity I've left out many more benefits of union membership. I can also tell you how you can essentially get your dues money back by signing up for the APWU health plan (USPS pays a greater percentage of the premium for that than other plans). But I'm not asking you to join because of what you might get out of the deal. I'm asking you for your help. Don't let this center slip away. Thanks for reading this.

Your fellow employee and proud union member,
Brandan

It's Time for the Annual **LABOR DAY PARADE**

Meet at the Union Hall at 8:30 a.m.

Come out and show your support for labor

Refreshments will be served after the parade



ST. LOUIS GATEWAY DISTRICT AREA LOCAL APWU AFL-CIO

ATTENTION: APWU ASSOCIATE OFFICE MEMBERS!

APWU ASSOCIATE OFFICE MEETING (MEMBERS ONLY PLEASE)

THURSDAY, JULY 11, 2013
7 P.M. – 9 P.M.

PONDEROSA STEAKHOUSE
80 HILLTOP VILLAGE CENTER DRIVE
EUREKA, MO 63025
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PLEASE JOIN PRESIDENT FRED WOLFMAYER ALONG WITH OTHER MEMBERS OF THE APWU EXECUTIVE BOARD FOR AN EVENING OF QUESTIONS AND ANSWERS CONCERNING THE CONTRACT AND OTHER ISSUES FACING THE POSTAL SERVICE.

FOR ANY FURTHER INFORMATION PLEASE CONTACT:
BECKY LIVINGSTON, ASSOCIATE OFFICE DIRECTOR
(314) 231-7665 OR (314) 810-4099

**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, Jeffery
Brown, Melani
Brown, Yvette
Burke, Barbara
Carter, Elizabeth
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
Gaines, Leslie
Gehrs, Steven
Gillespie, Rhonda
Griffin, Anna
Hagemann, Richard
Hamilton, Michael
Hampton, Joyce
Hardaway, Robin
Hardy, Sabrina
Harris, Barbara

Hartmann, Barbara
Heitman, William
Hunnicutt, Edwin III
Jackson, Diane
Jackson, Willie
January, Maggie
Jefferson, Darryl
Jersey, Carole
Johnson, Beverly
Kim, Jong
Kiner, Arthur
Knock, Billy
Lawrence, Monroe
Lawson, Faye
Lester, Delmia
Little-Davis, Annette
Martin-Thomas, Marcena
May, Andria
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
Thompson, Patricia
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

AUGUST

Aitch, Georin
Alley, Irene
Andrews-Green, Cynthia
Askew, Pamela
Bass, Annetta
Belton, Arnold
Betts-Douglas, Mary
Bickley, Corliss
Boone, Joanne
Boyce, Gail
Breedlove, John
Brewer-Caldwell, Margo
Brown, Stanley
Bryant-Hill, Bretina
Burkett, Zaundra
Burns-Agnew, Denina
Calcaterra, Keith
Campbell, Kimberly
Caulk, Lance
Colenburg, Ramone
Connelly, Sean
Counts, Pamela
Cunningham, Clabe
Deitz, Stephen
Dunkin, Wendy
Edwards, Jeffrey

Erickson, Jon
Favors, Toni
Feltenstein, Laura
Ford, Anthony
Allgire, Judy
Gilbert, Gerald
Glasco, James
Gleghorn, Vivian
Green, Sandra
Guerrios, Mitzi
Hagens, Michelle
Hampton, Mateyas
Harris, Adrienne
Harris, Pierre
Harris, Sherille
Heavens, Darius
Hecktor, 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, Alonzo
Lee, Kimberly
Leemon, Elizabeth
Luster, Vanessa
Mayes, Kathleen
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
Patton, Teresa
Peterson, Jerald
Phillips, Cher
Pohlmann, Daniel
Pruitt, Darren
Rehkemper, Roger
Ricks, Margaret
Rodernborn, Brent
Russell, Gregory
Ryan, Mary
Scales, Carol
Schalman, Robert
Scott, Leon
Sedberry, Deborah
Sherrard, Brenda
Simpson, Stephen
Smith, Adam
Stamps-Stephens, Pat
Suggs, Claudell
Sydow, David
Tarkington, Carla
Tate, Darren
Taylor, Gregory
Thomas, Marlyne
Tien, Joanne
Travis, Jocelyn
Vandeven, Austin
Vaughn, Daniel
Wagenblast, Frank
Wallace, Priscilla
Waller, Richard
Ware, Kathleen
Weddington, Teresa
Wilhelm, Guy
Williams, Adonica
Williams, David
Wilson, John
Wolfmeyer, Fred
Yoon, Song
Yowk, Evelyn

How To: Save for College Finances



As fast as children grow, so does the cost to educate them which has more than tripled in the past 20 years. Whether you have 18 years to prepare or your son or daughter is packing right now, you'll have to decide how to foot the bill. If you plan on paying for all or part of your child's college education, you'll need to develop a savings plan as early as possible.

The most common way to finance an education is with student loans. While most student loans do offer attractive repayment options, many students are dismayed when they are still paying for their education 5, 10, or even 20 years after graduation. If this is a situation you and your college-bound child would like to avoid, there is good news: opportunities for funding your child's education are as diverse as the career paths they afford.

Private scholarships

There are thousands of private scholarships awarded every year that fall outside of the university's domain. Private scholarships are not limited to students with perfect grades and packed resumes. Artistic talent, creative writing skills, lineage, interest in a particular field of study or being a member of an underrepresented group can all help you secure a private scholarship. However deadlines can be as early as July, more than a full-year before the student plans to enter college, so scout out and apply for scholarships early.

Section 529 plans

Section 529 plans are state-sponsored college savings programs. The two major types are Prepaid Tuition Plans, which lock in current tuition rates, and State College Savings Plans, which offer more flexible investing options. Both are useful ways for families to save for their children's college education. If you are planning to use a 529 plan, dedicate a specific dollar amount per month to add to the account. Funds in a 529 plan are taxed at the student's tax rate, and can be transferred to another individual if they aren't needed.

College controlled aid

Your individual college may be able to offer a short-term installment plan that splits your tuition into equal monthly payments. Many schools also offer their own merit scholarships.

Military aid

The U.S. Armed Forces offer several programs to provide students with money for school. The most well known is the Montgomery G.I. Bill that provides cash education incentives to encourage students to join and serve a tour of duty.

Finally, don't forget to enlist the student's help. Money earned from a part-time job, including work/study jobs can cover incidentals, such as books. Keep an open line of communication with your child as they will not be learning about personal finance at college, but from you.

About Money Management International

Money Management International (MMI) is a nonprofit, full-service credit-counseling agency, providing confidential financial guidance, financial education, counseling and debt management assistance to consumers since 1958. MMI helps consumers trim their expenses, develop a spending plan and repay debts. Counseling is available by appointment in branch offices and 24/7 by telephone and Internet. Services are available in English or Spanish. To learn more, call 800.432.7310 or visit www.MoneyManagement.org.

Care for the Caregiver



Stress, anxiety, and burnout are never far from the doorsteps of millions of Americans who are caregivers as they often juggle the responsibilities of providing daily care for a loved one with dementia or another condition with the added demands of working, maintaining a household, or raising children.

Too often caregivers don't know how to ask for help, and friends and family members aren't sure of how to lend a hand.

"Caregivers will say 'no' when offered help because they worry it will reflect poorly on them or because they 'don't want to bother' others. And some caregivers get so attached to their role that they just can't let go," said Nancy Alterman, a licensed clinical social worker with the New Jersey Institute for Successful Aging at the UMDNJ-School of Osteopathic Medicine.

If you know a family member or close friend who is a caregiver, Alterman offers the following suggestions to help ease that person's burden.

- Be sensitive about visiting by calling ahead to schedule a time that is convenient. But if the caregiver routinely declines offers of a visit, you may need to just show up with special foods or an easy activity like a puzzle.
- Avoid bringing a crowd, but visiting with at least one other person gives the caregiver a chance to go out with a friend, knowing that another trusted person is there for the patient's needs.
- Instead of asking, "What can I do?" offer to grocery shop, go to the post office, do laundry or cook a meal that you can bring over.
- Be a good listener. Whether in person or by phone, sometimes just having a contact to the outside world is all the caregiver needs to help cope with that day's burden.
- Be alert for signs of caregiver stress, such as denial, social withdrawal, sleeplessness, or lack of concentration.
- Offer to spend the night so the caregiver can get some rest. Lack of sleep can quickly lead to a deteriorating situation or a health crisis. Make sure the caregiver and the patient are discussing any sleep issues with their doctors.
- Research adult medical day care services in your community and share that information with the caregiver. These medically supervised programs can actually help extend the time that the patient can remain at home.

Health-e headlines™

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What exercise is best for the heart?

Using large muscle mass repetitively is best for heart health. Think about the acronym FIT:

- F—Frequency (5 days a week)
- I—Intensity (if you can talk, you're at the right intensity)
- T—Time (30 to 60 minutes/day)

Health-e headlines™

Eating Right Tip

Busy work days. Business travel. Eating on the fly. *Suggestions:* Keep single-serve packages of crackers, fruit, peanut butter, low-sodium soup, and canned tuna in your desk. Tuck portable, nonperishable foods in your purse, briefcase, or backpack for a meal on the run. Try granola bars, peanut butter and crackers, fresh fruit, trail mix, and single-serve packs of whole-grain cereal or crackers.

Health-e headlines™

An EAP Reminder

Life Can Be Hectic. The EAP Can Help You Find Your Balance.

Deer Oaks, your EAP, is always available to you and your household members.

If you are struggling with children, finances, or just want some practical advice on health or the mind-body connection, contact Deer Oaks by calling the Helpline.

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Sheila Patton-Harris ... Editor
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GATEWAY LOCAL CALENDAR

July 4 (Thursday)

July 10 (Wednesday)
July 15 (Monday)

Independence Day Holiday

Executive Board Meeting (2 p.m.)
Steward Training (9 am & 7 p.m.)

August 7 (Wednesday)

August 12 (Monday)

Executive Board Meeting (2 p.m.)

Steward Training (9 am & 7 p.m.)

September 2 (Monday)

September 4 (Wednesday)
September 8 (Sunday)
September 9 (Monday)

Labor Day Holiday

Executive Board Meeting (2 p.m.)
General Membership Meeting (3 p.m.)
Steward Training (9 am & 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.