

Press On

St. Louis Gateway District Area Local
American Postal Workers Union AFL-CIO

Volume 91 Issue 6

28

November/December 2013

Merry
Christmas

From Your
Local
Executive
Board



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What Have You Done For Me Lately?

By Frederick Wolfmeyer, President

Hello to my union sisters and brothers. You will receive this issue of the *Press On* during the holiday season and I want to take this opportunity to wish each of you and your families, a Happy Thanksgiving, a Merry Christmas, and a Happy and Prosperous New Year.

The title of my article is actually a saying that we all hear frequently, perhaps too frequently. The meaning of the saying is that a person has done something for another person or group of persons. It may not be very important or perhaps it is very important and the person or persons are very grateful and/or happy. Then let a short amount of time go by and these same people have another issue come up where nothing can be done, or the results are not so good, and these people get angry and berate the person who was trying to resolve their issue. More often than not, it is the same person or organization who resolved a previous issue to their satisfaction. In the business of union representation, the stewards and officers are usually appreciated as much as their last settlement.

With all that being said, the office secretary, Nancy Vitale, was listening to a conversation I was having with Clerk Craft Director Earl Staats regarding back pay on a couple of grievances. She stated that we needed to advertise our successes so that the membership could see more of what we were accomplishing on their behalf. I thought this was a wonderful idea and decided to use this as the subject of my article this month.

First of all, for the PSE members we have, we have recently gotten two PSEs returned to work after they were issued a Notice of Removal. Their discipline was changed to Letters of Warning. This modification of their discipline was a direct result of the progressive discipline MOU signed at the national level by former Industrial Relations Director Mike Morris.

In two other and much older PSE grievances, the PSEs were not returned to work, but were paid a final settlement because they had been terminated improperly. Although the USPS would not admit to any procedural defects in their discipline, they did compensate the two PSEs. One PSE received a settlement of \$3,000 and the other received \$7,700.

I have already written about the \$82,000 that was won for the APWU clerks at the Wentzville Post Office where

management was performing bargaining unit work (BUW) and allowing rural carriers to perform clerk work. In a case from the O'Fallon, Missouri Post Office, the union was successful in getting \$8,400 for the clerks there because of management violating the mandatory overtime provision in the new contract. Remember, if an installation has even one NTFT assignment in the same functional area, there can be no mandatory overtime. At O'Fallon, management did not think that this applied to them, but found out \$8,400 later that it did. In addition, there was another grievance won at Step 3 regarding cross craft and BUW violations at the O'Fallon Post Office, unfortunately the parties could not agree on the number of hours, even though the union provided written witness statements from the beginning. Now the remedy portion will be appealed to arbitration.

Speaking of arbitration, the elevator operator case has now entered the final phase. The hearing is completed and closing briefs have been submitted to the arbitrator. Now we have to wait for the arbitrator's decision. In yet two other arbitration awards, two clerks at the P&DC had their cases go to arbitration and both were sustained. One grievant was returned but without back pay and the other on an FMLA issue was returned to work with full back pay and entitlements. Management delayed his compensation for four months, but after persistence on the part of the union and help from people in Eagan, Minnesota, the grievant received his back pay. In another case settled at step 3, the grievant, a labor custodian, had 320 hours of her leave restored. Again management has been delaying her settlement until recently when I got involved with Labor Relations. I received word on October 30 that her paperwork has been sent to Eagan for processing. Rest assured, I will be calling Labor Relations each day until her leave is restored.

There are two more cases where clerks at the P&DC were removed over FMLA issues. One was returned to work with back pay and the discipline dropped, while the other was also returned without back pay and the discipline purged from his records.

The most recent development has been the offering of retreat rights to several clerks who were excessed in year



2010. Some have waived their rights to return to the clerk craft; others who are now letter carriers must retreat; and still others have returned to duty assignments in the clerk craft. After all this activity, there still remains several residual vacancies at the P&DC and in the stations and branches, therefore, management will now have to offer retreat rights to several more former clerks. In addition, Vice President Gene Hollenbeck has been tracking the bids, and has found several more residual vacancies. Because of his research into the bids, even more retreat rights will have to be offered by management. This means that those clerks excessed in year 2009 will now start receiving retreat rights. Once all the clerks who were excessed have been offered retreat rights, the union will then aggressively go after management to convert PSEs to career status to fill any remaining residual clerk craft duty assignments.

All the above represents what the union has done for

you lately. Stay tuned because there will be many more accomplishments to come. Until then, as I said above, I wish you and yours a happy, safe, and joyous holiday season.



Vice President's Article

By Gene Hollenbeck

As we go into the holiday season, I would first like to wish everyone happy holidays, and a very Merry Christmas.

One of the things that I want to talk about in this edition is postal legislation. There are several bills that have been introduced in Congress some of which are good for us, but there are two that would help destroy the service as we know it. On February 13, 2013, S. 316 was introduced in the Senate and H.R. 630 was introduced in the House. Both of these bills will end the pre-funding requirement that Congress stuck us with back in 2006. They would also allow the service to recover the overpayments to both the CSRS and FERS retirements systems. They would re-establish overnight delivery and keep mail processing plants open. They would continue six-day delivery of all mail. They would also allow the service to develop innovative products and services. H.R. 961 and H.R. 2459 will also help save the service as we know it. Now is the time for you to contact your representatives and tell them that you want them to sup-

port these bills. You need to ask you representatives in the House to call for a vote on these bills. We also need to tell our representatives in the House and in the Senate to vote no on H.R. 2748 and S. 1486. Both of these bills will destroy the service.

The next is the bid situation. I have been tracking the bids in the clerk craft and we definitely have a problem. We have bids that were posted in January that are still unfilled. The biggest problem is that when they decided to have the bids posted by HRSSC, we no longer know what happens with them if the senior bidder didn't show for the training, fails the training, or drops the bid. We used to have three people who worked in our bids and posting office to take care of our bids and now we have one person and he has other duties and has to take care of all the bids for Gateway. We are working with management to get these problems resolved, but this will take time. There are a lot of bids that need to be looked at to find out what happened and why. We will keep everyone posted on the progress of our efforts.



Director of Industrial Relations Report

By Melvin Sanders

How to Harass Your Steward

1. Go to the supervisor and make deals, but don't tell your steward anything about it. When the deal doesn't go your way, ask the steward to fix it.
2. Go to your steward with a problem. Call the supervisor all kinds of names and accuse him of insanity. Then when the steward takes the problem to the supervisor and the supervisor gets angry, pretend you don't know anything about it. Tell the supervisor that he is a fine person and that the steward is the crazy one.
3. Don't read newsletters or bulletin boards and don't go to union meetings. Expect your steward to tell you everything. Lose information you've been given and ask for second copies. Never vote in elections, just complain about the outcomes.
4. Don't tell the steward anything. Expect him/her to know without being told when the contract is being violated or when you are dissatisfied. Or tell them more than 14 days after the violation occurred.
5. Instead of talking to your steward on the clock, call them at home on their day off. That way you won't be a troublemaker in management's eyes.
6. Don't obtain copies of doctors' notes or other paperwork needed to win your grievance. When the grievance loses, you can always blame the steward.
7. Don't worry about your steward's feelings. If you're in a bad mood say whatever you want, indulge yourself. If the steward gets angry, threaten to quit the union. After all, stewards are paid to take the abuse.

Stewards aren't perfect, and they don't claim to be. But there's only a handful of people in this world trying to make a difference — and your steward is one of them. Treat them with the courtesy and respect they deserve.

A PPA reprint



Winner of the 32" TV William Schriefer Clerk at the Town & Country Post Office with Fred Wolfmeyer.



Larry Hall Maintenance Craft at the Town & Country Post Office with Fred Wolfmeyer.

Associate Office Steward

By Becky Livingston



IS THE SEASON ... The season to schedule your vacations for next year and get your 3971s filled out, signed and dated. This is also the season when mail volumes will pick up and you will be expected to get the work done with the same amount of people, or in a lot of cases, less people, than what was needed over the light summer months. While you might think I am once again harping on you about the 3971s, you would be right. By now your office should have received the 2014 vacation schedule grids. Please utilize these grids and also get your 3971s filled out for your own protection.

All right, so now on to bigger, more important issues. We all know that the holiday season is upon us and I get calls every day asking me what you are going to do because you see that work is not being completed at your offices now, let alone when we get deep into the month of November. All I can say is we need to make sure we maintain a regular work schedule and apply the principles established in Article 34.A of the Collective Bargaining Agreement; The principle of a fair day's work for a fair day's pay is recognized by all parties to this agreement. This is all we can do. What we can't do is worry about what our co-workers are or are not doing. I have always said that we need to make sure we are doing our job to the best of our ability and it is not for us to judge or in some cases complain to management that someone else is not doing it fast enough or good enough. All this will do is cause dissension amongst each other and in some cases create a hostile work environment. Management is required to administer the zero tolerance policy to every situation that comes up. This could mean

being "Emergency Placed" off the clock for something you might consider just a difference of opinion between a co-worker or your supervisor. Please think about the consequences before you act or react to something that could cost you your job. Over the last few weeks I have received several phone calls regarding just these situations. It is management's job to make sure that all of the bargaining unit work is completed as assigned and established guidelines and time sensitive scans are met. This does not mean that clerks or management performs scans if the work is not complete. This is happening more often now, with reports that P.O. Box mail is even put in the boxes late in the afternoon or is finished the next work day. If you are instructed to perform these scans and you know the work is not complete, please follow that last instruction and request to see your steward. The job you save may be your own.

We finally have some good news for the PSEs. Progressive discipline for PSEs is finally being acknowledged in the Gateway District. It was a long time coming, but this development is a step in the right direction. We are still working hard every day to show management the advantages of converting PSEs into career positions. While we have not had any movement on clerk PSE conversions, discussions are being had on both sides of the table. I had hoped we would see PSE conversions before we went into the holiday season, but I am afraid that most likely will not be the case. That will certainly be on the top of my want list for 2014.

Speaking of seasons, we are also approaching Open Season for health care benefits. I had been a member of Blue Cross/Blue Shield for over 25 years but six years ago made the decision to give the APWU Health Insurance Program

a try. I sincerely have not had a moment of regret regarding that change. I look at this plan as if it is another benefit that has been negotiated for me by the APWU. Every year the APWU Health Insurance Co. sends a check for as much as \$4 million to the APWU, which in turn is used to keep our union dues down. The APWU owns their own health insurance company, which means we own our APWU Health Insurance Company, because we are the union. It doesn't get any better than that. I would ask everyone to just take time to look at the costs, which are significantly lower than other popular health insurance carriers, and compare the benefits you receive for these prices. With all of the confusion and increase in health care costs involved with the new "Affordable Health Care Act" we need to let the APWU take care of us. Being an APWU member has its benefits and this is a benefit I truly believe you should be taking advantage of. I sent out APWU Health Plan information to each associate office, but if you have any questions or need more information please give me a call.

I have scheduled our next associate office meeting for Wednesday, November 20, 2013, at 7 p.m. This meeting will be held up north at the Best Western -Plus Hotel, which was formerly the Quality Inn, which we have utilized over the past few years. We will make this our holiday meeting, so please try and come out for some fun and facts, which could make a difference. Help us help you.

Finally, I wish everyone a Healthy and Happy Holiday Season and a Wonderful New Year and call me if you have any concerns or just want to say hi. I truly love hearing from everyone. Sometimes the information I get from just friendly conversations helps others more than you know.

The High Option

Since 1960 the APWU Health Plan's High Option has been offering comprehensive benefits to America's workforce. With low copays, deductibles and a vast nationwide network with Cigna, the High Option is the premiere plan in the Federal Employees Health Benefits Program. The APWU Health Plan prides itself on being the right choice by providing innovative and affordable options that work to keep members and their family healthy.

High Option Premiums 2014

	Self Only (471)	Self and Family (472)
Non-Postal		
biweekly	\$63.09	\$142.66
monthly	\$136.70	\$309.10
APWU Career		
biweekly	\$39.31	\$96.57
Postal Category 1		
biweekly	\$41.64	\$94.16
Postal Category 2		
biweekly	\$54.89	\$124.12

Career APWU employees hired before May 23, 2011, will have the same rates as the APWU rates shown above. Special Guides to Benefits are published for American Postal Workers Union (APWU) employees (see RI 70-2A).



The APWU Health Plan High Option features the CIGNA Healthcare provider network

This is a summary of benefits and features offered by the APWU Health Plan. All benefits are subject to the definitions, limitations, and exclusions set forth in the Plan's Brochure (RI 71-004).

The High Option Medical Benefits	In-network You Pay	Out-of-network You Pay
Calendar Year Deductible		
Self	\$275	\$500
Self and Family	\$550	\$1,000
Annual Out-of-Pocket Maximum	\$4,000 per membership	\$10,000 per membership
Office Visits		
Office Visits	\$18 Copay**	30% of the Plan allowance*
Specialist Office Visits		
Maternity Care		
Complete maternity (obstetrical) care, such as:		
• Prenatal care		
• Delivery	Nothing	30% of the Plan allowance*
• Postnatal care		
• Initial examination of a newborn child covered under family enrollment		
Preventive Care		
Well-Child Care <small>through age 12</small>	Nothing	Difference between the Plan allowance and billed amount. Maximum plan payment: \$250: Age 0 through 3 \$150: Age 4 through 12
Childhood Immunizations <small>through age 18</small>	Nothing	
Well-Woman Care	Nothing	30% of the Plan allowance*
Annual Adult Routine Exams	Nothing	30% of the Plan allowance*
Adult Immunizations <small>(Shingles Vaccine covered at 100%, in-network, at age 60)</small>	Nothing	30% of the Plan allowance*
Preventive Screenings	Nothing	30% of the Plan allowance*
Routine Dental	N/A	30% of the Plan allowance**
Hospital/Facility Care		
Diagnostic Tests or Imaging <small>Nothing for blood work performed at LabCorp or Quest Diagnostics</small>	10%	30% of the Plan allowance*
Outpatient Surgery, Facility Fee, Lab Visits and Surgeon Fee	10%	30% of the Plan allowance*
Inpatient Facility Fee	10%	30% of the Plan allowance* \$300 Deductible
Cancer Centers of Excellence	5%	N/A
Surgical and Facility Fee	10%	30% of the Plan allowance*
Hearing Services		
Diagnostic Hearing Tests (every 2 years)	10%	30% of the Plan allowance*
Hearing Aid (every 3 years)	All charges in excess of \$1,500	All charges in excess of \$1,500
Emergency Care		
Accidental Injury <small>care within 24 hours of injury</small>	Nothing	Difference between the Plan allowance and billed amount
Urgent Care	\$40 Copay**	\$40 Copay**
Emergency Room	10%	10% of the Plan allowance*
Ambulance	10%	30% of the Plan allowance*
Alternative Care		
Chiropractic Care <small>12 visits annually</small>	\$18 Copay**	30% of the Plan allowance*
Accupuncture	\$18 Copay**	30% of the Plan allowance*
Prescription Drug Benefits	In-network You Pay	Out-of-network You Pay
Retail Prescription Drugs (for up to a 30 day supply)	\$8 for generic drugs 25% for brand name drugs \$200 maximum per RX No deductible	50% (\$8 minimum coinsurance) No deductible
Mail Order Prescription Drugs (for up to a 90 day supply)	\$15 for generic drugs 25% for brand name drugs \$600 maximum per RX No deductible	N/A
Mental Health/Substance Abuse	In-network You Pay	Out-of-network You Pay
Office Visit	\$18 Copay**	30% of the Plan allowance*
Outpatient Treatment	10%	30% of the Plan allowance*
Diagnostics, Inpatient and Outpatient Services	10%	30% of the Plan allowance*

*If there is a difference between the allowance and billed amount the member is responsible for that difference
** No deductible applied

The Consumer Driven Option

The Consumer Driven Option is APWU Health Plan's solution for affordable yet comprehensive care. Our members are the primary decision-makers regarding the healthcare they receive and pay for. The member has greater control in how they use their health care benefits in-network. This is a different model of healthcare that, when used properly, can save money. With UnitedHealthcare's expansive national network, the Consumer Driven Option is an excellent alternative to traditional healthcare plans.

Consumer Driven Option Premiums 2014

	Self Only (474)	Self and Family (475)
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Non-Postal

biweekly	\$44.96	\$101.15
monthly	\$97.42	\$219.15

APWU Career

biweekly	\$8.99	\$20.23
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APWU Non-Career (PSE)

biweekly	\$44.96	\$101.15
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Postal Category 1

biweekly	\$29.68	\$66.76
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Postal Category 2

biweekly	\$39.12	\$88.00
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Career APWU employees hired before May 23, 2011, will have the same rates as the APWU rates shown above. Special Guides to Benefits are published for American Postal Workers Union (APWU) employees (see RI 70-2A).



The Consumer Driven Option is administered by UnitedHealthcare

The Consumer Driven Option

Personal Care Account (PCA) Members of the Consumer Driven Option are given a PCA, which is an allowed amount used to pay for all medical costs at 100% until exhausted.
Self \$1,200 Self and Family \$2,400

Deductible When the PCA is exhausted, member must meet a Deductible.
Self \$600 Self and Family \$1,200

Coinsurance Once the Deductible is met, members pay coinsurance for in- or out-of-network medical services and prescription drugs.

	In-network (you pay)	Out-of-network (you pay)
Medical Services	15%	40%
Prescription Drugs (Retail or Mail order)	25%	N/A

Out-of-pocket Maximum Because the unexpected happens, the Consumer Driven Option has a built-in out-of-pocket maximum, which, when reached, allows the rest of your annual healthcare costs to be paid at 100% (excluding prescription drugs.)

	In-network	Out-of-network
Self	\$3,000	\$9,000
Self and Family	\$4,500	\$9,000

PCA Rollover At the end of the year, any funds left over in the PCA will roll over, adding to the next year's PCA and reducing next year's Deductible. (Maximum account balance allowed in PCA is \$5,000 for self, \$10,000 for self and family.)

Adults/Children In-network preventive care and screenings, such as mammograms, yearly check ups and child and adult immunizations are covered at 100% by the Health Plan. No PCA dollars used.

Zero out-of-pocket costs for in-network preventive care and screenings

Preventive Care	In-network You Pay UnitedHealthcare	Out-of-network You Pay
Well-Child Care Immunizations Well-Woman Care Adult Routine Exams Preventive Screenings	Nothing	All charges: May use PCA while funds available

Medical Benefits

Office Visits		
Office and Specialist Visits	15% of the plan allowance	40% of the Plan allowance*

Maternity Care

Complete maternity (obstetrical) care, such as: Prenatal care, delivery, postnatal care and initial examination of a newborn child covered under family enrollment	Nothing	40% of the Plan allowance*
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Hearing Services

Diagnostic Hearing Test (every 2 years)	15%	40% of the plan allowance*
Hearing Aids (every 3 years)	All charges in excess of \$1,500	All charges in excess of \$1,500

Hospital/Facility Care

Diagnostic Tests or Imaging	15%	40% of the Plan allowance*
Outpatient Surgery, Facility Fee, Lab Visits and Surgeon Fee	15%	40% of the Plan allowance*
Inpatient	15%	40% of the Plan allowance*
Cancer Centers Of Excellence	10%	N/A

Emergency Care

Accidental Injury Urgent Care Emergency Room Ambulance	15%	15%*
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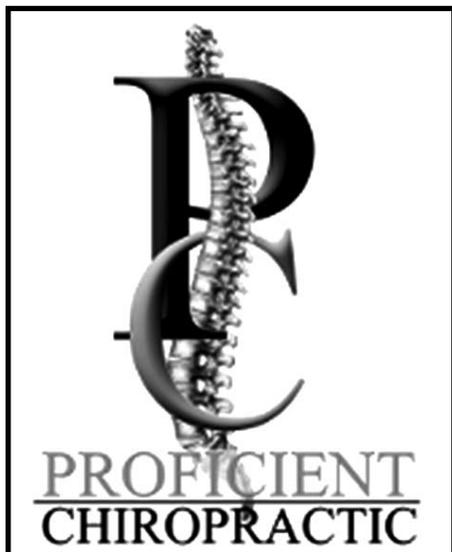
Prescription Drug Benefit

	In-network You Pay	Out-of-network You Pay
Retail Prescription (for up to a 30 day supply)	25% coinsurance \$200 maximum per RX	All charges
Mail Order Prescription (for up to a 90 day supply)	25% coinsurance \$600 maximum per RX	N/A

Mental Health/Substance Abuse

	In-network You Pay	Out-of-network You Pay
Office Visit	15%	40% of the Plan allowance*
Outpatient Treatment	15%	40% of the Plan allowance*
Diagnostics, Inpatient and Outpatient Services	15%	40% of the Plan allowance*

*If there is a difference between allowance and billed amount member is responsible for that difference



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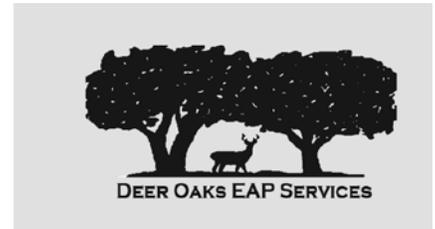
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Reestablish Good Consumer Credit and Raise Your Credit Score



While there are a lot of web sites and Internet ads that promise to “repair” or “fix” your credit report and credit score (for a fee, of course), the truth is that there is no quick fix to reestablishing good credit. There’s also no reason to pay someone to help you, as all of the necessary steps to repairing bad credit can be done with little to no money. Often, these “credit repair” sites either require a large fee to do something you can do on your own for free, or use fraudulent methods to repair your credit. If you have accurate negative information on your credit report, acknowledge the problem. If you are willing to work hard, and be patient, you can mend your credit.

The first step is to review your financials to determine how much you can afford to pay for each of your bills. Working with a nonprofit consumer credit counseling agency, or on your own, you should establish a working personal budget to use, taking into account all of your bills, your minimum payments, and incoming salary. Remember that you may need to cut back in some areas, but it’s important that you are able to make some payment for every one of your bills, each month.

Next, contact your creditors and discuss your situation with them. Using your personal budget, explain that you are unable to make the full payments. Commit to making a smaller, ongoing payment. In this situation, communicating with your creditors can help if you are dedicated to making regular payments. It’s important that you contact your creditors before your accounts are turned over to a collection agency. You may consider consolidating debt to lower interest accounts—this isn’t for everyone, so make sure you fully understand how debt consolidation works.

Finally, you’ll have to wait. Accurate negative information can only be removed with time. The Federal Fair Credit Reporting Act (FCRA) states that Chapter 7 bankruptcy information can remain on your credit report for ten years while other accurate negative information can remain on your report for seven years. This time frame usually starts when the negative event (e.g., late payment, bankruptcy) occurred. There are some additional time frames for unpaid judgments and criminal convictions. Don’t be discouraged however; as you make payments and add positive information to your credit report, your creditworthiness can improve. Current information is generally weighted more heavily than older information. In the meantime, opening a savings and/or checking account, as well as a secured credit card, can help you reestablish good credit.

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.

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Reprinted from USPS Employee Enhancement Newsletter, Nov. 2013, Page 5

The Examiner

WASHINGTON

Postal Service could save more than \$17m with better oversight of fleet

By KELLY COHEN | OCTOBER 24, 2013 AT 5:58 PM

Better oversight of the U.S. Postal Service's fleet could allow it to pocket \$17 million in savings, the agency's inspector general found.

The Postal Service's transportation and delivery fleet includes more than 215,000 vehicles, worth around \$3.5 billion. However, in six Washington-area districts and two West Coast districts, the Postal Service slacks on vehicle maintenance.



Missing maintenance times, performing unnecessary checkups and hiring outside labor cost the Postal Service more than \$17 million, the inspector general discovered.

The Washington-area districts include the District of Columbia, Baltimore and Northern Virginia.

Unscheduled maintenance, for example, cost the Postal Service \$12,967,556 — \$3 million more than what the agency aimed to spend.

When hiring outside work for maintenance and vehicle repairs, the Postal Service spent \$8.1 million versus the \$4.3 million it would have spent with agency workers.

The IG's office found numerous conditions contributing to the inefficient work, including performance indicators that have not been updated since 1996 and vehicles so old they demand more maintenance and repair.

The IG recommended to fill vacant positions and have a maintenance structure in place — something the Postal Service agreed to do.

Proposed Constitutional Change

Article 4 section 1A - Delete Article 4 section 1A and insert the following new language

Article 4

Dues, Fees and Assessments

Section 1

A. All applications for membership shall be made on PS Form 1187, and dues shall be paid by payroll deduction. Members who are not subject to payroll deduction shall pay their local dues in full (annually) by January 31 or pay semi-annually (half by January 31 and the other half by June 30) in order to remain a member in good standing.

In the general officer election year, members who are not subject to payroll deduction shall pay their annual local dues in full by January 31 to be eligible to run for office and/or vote in the election. The national office will send members separate bills for national dues.

The dues of the local shall be \$12.56 per month plus per capita taxes and assessments levied on the local by those organizations which the local is affiliated. The local dues shall increase in accordance with the provisions of Article XVI Section 2, of the National Constitution and By Laws of the American Postal Workers Union.

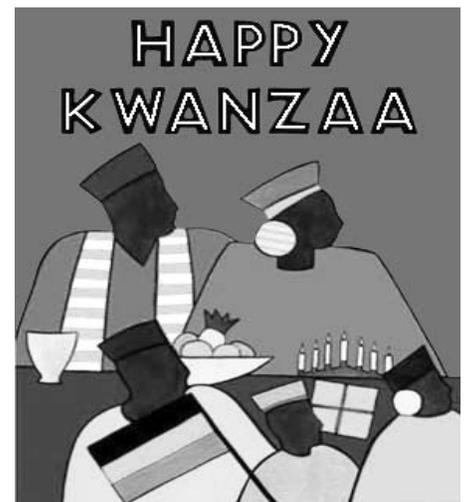
Committee Voted Concurrence



APPLEWHITE, MALCOLM L.
BOOKER, IRIS A.
COLEMAN, KHALFANI
CORBITT, JAMES J.
FRANKLIN, CLIFTON
GASTON, DONALD H.
GIBSON, NOAH J.
GILL, RAMON
GOODSON, JOSHUA
GOURLEY, KARA M.
GRAY, JAMES

HALE, CHONTEAD.
HANKINS, LAMONT E.
HUMPHREY, PRECIOUS M.
JACKSON, MICHELLE A.
JOHNSON, RODDRIC L.
McCRAY, DEATRICE T.
MOHR, JONATHAN L.
NASH, RONECIA S.
PUCKETT, MICHAEL
RICHARDSON, DONNA

ROBERSON, THOMAS E.
SCOTT, CARL R.
SEABAUGH, ELIZABETH
SMITH, FRANCIS E.
TANKSLEY, SHAUNDA V.
TRAITEUR, JACQUELINE M.
WHITE, AUNDRELL
WHITE, MYRA R.
WHITTLEY, KIMBERLY A.
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Press On

Official publication of the St. Louis Gateway District Area Local of the American Postal Workers Union, AFL-CIO published bimonthly. Opinions expressed do not necessarily reflect the views of the editor of the local. All articles submitted for publication are subject to editing.

Sheila Patton-Harris ... Editor

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GATEWAY LOCAL CALENDAR

November 13 (Wednesday)	Executive Board Meeting (2 p.m.)
November 17 (Sunday)	General Membership Meeting (3 p.m.)
November 18 (Monday)	Steward Training (9 a.m. & 7 p.m.)
November 28 (Thursday)	Thanksgiving Day Holiday
December 11 (Wednesday)	Executive Board Meeting
December 14 (Saturday)	General Membership Meeting (9:30 a.m.)
December 16 (Monday)	Steward Training (9 a.m. & 6 p.m.)
December 25 (Wednesday)	Christmas Day Holiday
January 1 (Wednesday)	New Years Day Holiday
January 8 (Wednesday)	Executive Board Meeting (2 p.m.)
January 12 (Sunday)	General Membership Meeting (3 p.m.)
January 13 (Monday)	Steward Training (9 a.m. & 6 p.m.)
January 20 (Monday)	Martin Luther King Holiday