



APWU



Every Vote Counts

Our Union, Our Contract, Our Future!

Ratification ballots are in the mail!

Ballots must be returned and received by 9 a.m. on February 23.

Vote YES to keep the APWU Union Strong, All Day Long!

2021-2024 Tentative Collective Bargaining Agreement

The American Postal Workers Union and the U.S. Postal Service have reached a tentative three-year Collective Bargaining Agreement (CBA) announced APWU President and lead negotiator Mark Dimondstein. The following is a summary of that tentative agreement.

Contract Time Period

- Three-year contract: September 21, 2021, through September 20, 2024.

General Annual Wage Increases and Cost of Living Allowance

- 1.3% November 20, 2021 (Will be Retroactive)
- 1.2% November 19, 2022
- 1.3% November 18, 2023
- Six cost of living allowances (COLA) for career employees (March and September of each year) with no change to the current formula based on the July 2021 CPI.
- PSEs receive the general wage increase and an additional 1% increase each year in lieu of COLA.
- \$0.50 hour additional increase for PSEs effective the first pay period of the second full month after the Agreement is ratified.

Job Security

- No layoff protections for career employees with six years of service remains in full-force and effect.
- Any current career employee on the rolls as of September 20, 2021, with less than six years of service will be included in the no-layoff protections for the life of the National Agreement, providing an additional 72,000 career employees protections from layoffs.
- 50-mile limit on excessing of employees.
- The current moratorium on subcontracting of postal vehicle service (PVS) work will continue in its present form during the life of the Agreement.

Holiday Pay

- Juneteenth added to the holidays for career employees for a total of 11 paid holidays per year.
- PTF pay rate will be increased to reflect a total of 11 holidays each year; increase will be effective on January 1, 2022.

Health Insurance

- No change to the Postal Service contribution of premiums for those participating in the Federal Employees Health Benefits Program.
- 95% Postal Service contribution to premiums of the APWU Consumer Driven Health Plan.
- PSEs converted to career will receive credit for time they were enrolled in an FEHBP plan towards the one-year qualifying period for the 95% Postal Service contribution to CDHP premiums.

Part-time Flexible Work Rules

- Schedule guarantee of 24 hour per pay period. Increase from two hours a pay period.
- Guaranteed at least four hours of work or pay when scheduled.
- 40 hours of annual leave will be advanced at the start of each leave year for immediate use.
- Guaranteed a minimum of one non-scheduled day each service week except during the peak season exception period with notice Wednesday the week prior.
- Within 90-days of ratification a one-time voluntary transfer opportunity to residual full time regular vacancies in larger offices within a district.

Automatic Conversion of PSEs in Level 20 offices and above

- PSEs will be converted to career status upon reaching 24 months of relative standing.
 - Clerk PSEs assigned to offices Grade 21 or higher will be converted to full-time flexible with such assignments made in accordance with the clerk craft provision in Art 37.4.
 - Clerk PSEs assigned to Grade 20 offices will be converted to part-time flexible.
 - MVS PSEs assigned to any size office will be converted to part-time flexible.
 - PSEs converted under this provision start at a new Step GG in Grades 5-7 and Step A in Grade 8.
 - Automatic conversion does not apply to PSEs assigned to Grade 4 RMPOs.
- Conversions will still occur prior to the 24 months.
 - The filling of residual vacancy MOU and Article 37.5 remains in full force and effect.
 - MVS craft conversions will be made in accordance with Article 39.2.A.11.
 - Conversions occurring earlier to 24 months start at step FF for grades 5-7 and Step A for grade 8.

Other PSE Provisions

- Forty (40) of advanced annual leave upon completion of an initial 360 PSE appointment in Level 20 offices and above.
- PSEs assigned to Level 4 RMPOs receive an additional one hour of paid annual leave per pay period upon completion of two 360 day appointments.
- PSEs will be offered one non-scheduled day each service week except during peak season with notice the Wednesday the week prior.

PSE Staffing

- The 12 PSEs per district assigned to Level 4 RMPOs will no longer count against the 20% district cap.
- 10 PSEs in the 46 Package Support Annexes (PSAs) will not count against the district cap (for a total maximum of 460 PSEs) and will be allowed to work in any facility in the installation the PSA is attached to.
- A four weeks "ramp up" period prior to the start of accounting period 3, the 20% PSE district cap will be temporarily increased by 1% per week equaling to no more than a 4% increase.
- New protection for the OTDL during "ramp up" whereby prior to utilizing a PSE more than eight hours in a day or 40 hours in a service week, qualified and available employees on the appropriate OTDL will be utilized. No requirement to use an OTDL employee on the second non-scheduled at the penalty rate prior to using a PSE in excess of 40 hours.

Uniform /Work Clothes Program Allowances

- 2.5% increase to the uniform/work clothes allowances in 2022, 2023 and 2024.
- Delivery/sales distribution associate will receive type 1 uniform allowances.
- New “rollover” program where unused funds can carry over to a successor allowance year.

Additional Work Rule Improvements

- Remote Encoding Center staffing ratio changed to 62% full-time regulars and 38% PSE and all career duty assignment is full-time regulars.
- 90 day waiting period to use annual leave eliminated for new career employees with 90-days continuous service prior to their conversion,
- Updated the deaf and hard of hearing MOU.
- Work environment improvement task force.
- Work place free of harassment.
- Enhanced and expanded services.
- Environmental/Sustainability issues, EAP and child and elder care, included in the jurisdiction of the national labor management committee.
- District safety committees made permanent.
- Right of union officials to enter postal installations.
- Regional safety and health representative training opportunities.
- Repromotion MOU.
- Full per diem for employees traveling to NCED.

Additional Clerk Craft Provisions

- Window training starts within 10 days after posting of the senior bidder.
- Updated NTFT duty assignments language.
- Pilot program to test new pecking order for the assignment of PTF hub clerks.
- Filing of residual vacancy MOU updated.

Additional Motor Vehicle Service Craft Provisions

- PTFs identified for conversion to FTR within 28-days.
- APWU will have opportunity to submit recommendations on new vehicles prior to specifications being sent to contractors and before manufacturing and completion of new vehicles.
- National committee established to address training initiative and opportunities.
- HCR limitations on subcontracting MOU remains in full force and effect.

Additional Maintenance Craft Provisions

- No additional custodial staffing packages will change from MS-47 TL3 to TL-5 for the life of the contract.
- Change the calculation method of PS Form 4852 for Juneteenth holiday.
- Annual cap on the number of times an employee can be involuntarily assigned to off-site training courses.
- Career employee may request to be tested for maintenance craft positions and if rated eligible may request placement on the appropriate register.
- Updates to the posting of relief assignments in the craft.
- Agreement to consolidate and upgrade multiple legacy jobs.
- Employees traveling to NCED for training receive full per diem for the length of stay.

Additional Support Services Craft Provisions

- In material distribution centers maintenance mechanic general grade 7 eliminated and building equipment mechanic grade 9 added.
- Penalty overtime provision applied to operating service employees.

President's Report

By Becky Livingston

HAPPY NEW YEAR!

2021 is finally over! While I do not normally make any New Year's resolutions, I think this is a great time to start! My resolution to the membership is that the union will remain committed to addressing the issues that are affecting us all! The COVID-19 pandemic has impacted all of our lives; in one way or another. While I had hoped for a safer, happier and healthier 2021, it didn't turn out the way any of us had planned. The last two weeks of 2021 saw numbers of COVID-19 in the St. Louis Gateway District Area Local like we had not seen since the beginning of the pandemic.

Since our first August local labor/management committee the union has addressed the continued refusal of management to adhere to the mask wearing and social distancing mandates. This, of course, would mean that management themselves would have had to wear a mask, social distance and provide all employees with the COVID-19 supplies to make sure you were provided a safe and healthy work environment every day. Management is not following the mandates and turning around and not requiring all employees to follow the mandates as well. While we do not have the exact number of employees who either tested COVID-19 positive or who were exposed to a co-worker who was positive over the last two weeks of the year, the number is rumored to be in the hundreds. Do I think that all of the COVID-19 positive cases could have been avoided? Absolutely! Do I think that many of the cases could have been prevented? Absolutely! We are not through the pandemic yet, folks! Please follow the safety guidelines to protect yourself, your family and your co-workers.

If you have contracted the virus, please make sure you file a CA-1 through the Employees' Compensation Operations & Management Portal (www.ecomp.dol.gov). This portal allows federal employees to file claims for benefits online. This process would apply to all injuries sustained in the workplace; traumatic injuries or occupational injuries. Right now, we are talking about COVID-19 positive cases. Specifically, within 21 days of your diagnosis of COVID-19, you carried out duties that - a. required contact with patients, members of the public, or co-workers; or b. included a risk of exposure to the novel coronavirus. So now let's talk about what you can do to help us keep you safe and healthy! Please follow all of the COVID-19

mandates. 1767s need to be filed; by everyone! If you have a supervisor who refuses to properly wear their mask and properly social distance when they are giving instructions, please fill out the 1767 **AND** immediately turn around and give the

hall a call! If you have a co-worker who continues to improperly wear their mask and refuses to properly social distance, please fill out a 1767 **AND** request a steward. We are going to be much more specific with the names of the managers and supervisors who do not follow the COVID-19 mandates or require the employees to follow all guidelines as established by the United States Postal Service and the CDC. We have not yet received any further information on the vaccination mandates that will be followed as established by OSHA. We will keep you informed on any updates we receive.

The union continues to file grievances regarding the hostile work environment and continued harassment by management. This had also been a main topic of conversation during local labor/management meetings. Please request a steward to file a grievance. Remember, when a supervisor asks you what you need a steward for, please reply, "working conditions of employment." A grievance regarding harassment, of any type, is filed directly to Step 2 in order to avoid any further issues with the immediate supervisor or manager you are having issues with in the first place. A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours and conditions of employment. Any form of harassment is unacceptable in the workplace. Please make sure you document all allegations and be prepared to have dates, times and specifics of the harassment. Providing witness statements is also very helpful. Please remember that we file grievances against management regarding all hostile work environment issues to include harassment; whether the allegation is against a supervisor or a co-worker. It is management's responsibility to provide a safe and healthy work environment. It is also management's responsibility to treat everyone **fairly and equitably** dur-



ing the daily performance of your duties. This is something that is important in making sure you are provided a hostile free work environment.

Please continue to properly wear your masks, social distance, wash your hands and utilize all of the COVID-19 supplies that management is required to make available. Please help us make sure we all have a very safe, healthy and happy 2022!

36 Reasons Why You Should Thank Your Union

1. Weekends
2. All breaks at work
3. Paid vacations
4. FMLA
5. Sick Leave
6. Social Security
7. Minimum Wage
8. Civil Rights Act/ Title VII
9. Eight-hour work day
10. Overtime pay
11. Child Labor Laws
12. Occupational Safety & Health Act
13. 40-hour Work Week
14. Worker's Compensation
15. Unemployment Insurance
16. Pensions
17. Workplace Safety Standards and Regulations
18. Employer Health Care Insurance
19. Collective Bargaining Rights for Employees
20. Wrongful Termination Laws
21. Age Discrimination in Employment Act of 1967
22. Whistleblowers Protection Laws
23. Employee Polygraph Protection Laws
24. Veteran's Employment and Training Services
25. Compensation Increases and Evaluations (Raises)
26. Sexual Harassment Laws
27. Americans with Disabilities Act
28. Holiday Pay
29. Employer Dental, Life and Vision Insurance
30. Privacy Rights
31. Pregnancy and Parental Leave
32. Military Leave
33. The Right to Strike
34. Public Education for Children
35. Equal Pay Acts of 1963 2011
36. Laws Ending Sweatshops

And finally, I would like to take this opportunity to thank every member for all of their hard work and dedication through what has been one of the most challenging years in American history. As always, the membership met those challenges in order to provide excellent service to our customers!

UNION STRONG ALL DAY LONG!

You Are Appreciated

Thank you for a job well done!!!

*The union would like to say how
Much your hard work and dedication*

Is appreciated

Through the pandemic, the election,

Peak season, and all the other

Obstacles put in your way

This is to say the words you

Seldom hear

Thank You!!!

MEMBER APPRECIATION GIFTS!

UNION STRONG ALL DAY LONG!

Please stop by your craft steward booth during your break or lunch to make sure you receive your member appreciation gift. These gifts can also be picked up at the Union Hall.

Thank you for your continued membership and supporting the union as we continue to work together to protect our jobs and benefits! The struggle continues

....

Executive Vice President

By Gene Hollenbeck



I hope that everyone had a merry Christmas and a happy New Year. I hope you enjoyed MLK Day as well.

We have a new tentative agreement. What this means is that the National Union and USPS management at the national level have agreed to a contract, but the members get the final say as to whether or not the contract is ratified. Every member will receive a copy of the tentative agreement and must decide if they approve of the new contract.

Please go to apwu.org and read about the tentative agreement. Make an informed decision about the contract. We will have to live with it for the next three years.

We are all in this together. Management does not just give us what we want. We have to fight for everything that we get. We have to show management that we are of one

mind. We must be determined and show management that we will not be swayed from our goals.

What can you do? The first thing is to come to a union meeting, and bring a member friend. Our next meeting will be February 12 at 9:30 a.m. All members are welcome to attend.

If you're not a member, you should join. Contact a steward to get a form 1187 to join the union or you can go online to apwu.org and sign up.

We are still trying to get more PSEs converted to career. Management is not in any hurry to convert. It just takes time. Don't give up hope. We are working for you.

"Union strong all day long"

"Fighting Today for a Better Tomorrow"



Associate Office Director's Report

By Melani Brown



GREETINGS MEMBERS AND HAPPY NEW YEAR!

I would like to discuss discipline and some myths surrounding it. Many of you are under the misconception that if you refuse to sign a piece of discipline, it doesn't exist. This is not true. If management attempts to hand you a piece of discipline to sign and you don't sign it, all you have done is given them a blank space to put their own date in. Every time I sit in on a PDI with one of my clerks, I tell them if management hands you something that needs to be signed it is discipline and you need to contact me so that I can file a grievance. Discipline not grieved remains in your file for two years from time of issue unless or until you get further discipline. When further discipline is issued, the previously issued discipline is now in your file for two years from the date that the newest discipline was issued. I don't know how much clearer I can be on this! Any discipline that is issued and not grieved brings you one step closer to removal. I have written about this several times since becoming a steward. If you get discipline and its not grieved, then every time you are issued another piece of discipline, the live discipline in your file then moves up to two years from the date the last discipline was issued regardless of what kind of settlement we get from management. This then becomes a vicious cycle and next thing you know you are getting a Notice of Removal (NOR). I know that I keep repeating the same thing over and over, but this is important. So please contact me if you get discipline and help me, help you remain a postal employee.

**CONSTITUTION AND BY-LAWS OF THE ST. LOUIS GATEWAY DISTRICT
AREA LOCAL AMERICAN POSTAL WORKERS UNION
AFL-CIO
AS AMENDED June 2016**

THE ST. LOUIS MISSOURI LOCAL OF THE AMERICAN POSTAL WORKERS UNION, AFL-CIO, was organized in November 1971 by merger of the following crafts:

- Local 8 of the United Federation of Postal Clerks
- Local 16 of the National Federation of Post Office Motor Vehicle Employees
- Local 55 of the National Association of Special Delivery Messengers
- Local 37 of the National Association of Post Office and General Services Maintenance Employees all affiliated with the AFLO-CIO.

In December, 1977, the Local received a new charter as an Area Local under the title ST. LOUIS GATEWAY AREA LOCAL APWU. Since that time the Local has acquired a new Craft with the merger of the St. Louis Postal Data Center, Local 7025, APWU, and continues to grow through mergers with other locals.

On June 7, 1992, a merger was completed between the Hazelwood Missouri Area Local and the St. Louis Gateway Area Local to form the ST. LOUIS GATEWAY DISTRICT AREA LOCAL.

**ARTICLE 1
The Local**

SECTION 1. NAME

The name of this organization shall be the ST. LOUIS GATEWAY DISTRICT AREA LOCAL of the American Postal Workers Union, AFL-CIO: hereinafter referred to as the Local.

SECTION 2. JURISDICTION

ST. LOUIS GATEWAY DISTRICT AREA LOCAL, APWU, claims jurisdiction over all public and private postal and mail handling operations including, but not limited to, sorting machines (first, second, and third class, parcel post, sack, etc.) all areas and levels of postal maintenance, motor vehicle service and maintenance, all mobile transport services and special delivery of mail, and all

technical advancement in the area of mail processing.

ST. LOUIS GATEWAY DISTRICT AREA LOCAL, APWU, also claims jurisdiction in all areas of public and private personnel, accounting technicians, mailbag depositories and supply centers at all non-supervisory levels and grades of public and private Postal Services which are directly or indirectly involved in mail handling and Support Services in the St. Louis Metropolitan area.

**ARTICLE 2
Objectives**

SECTION 1.

It shall be the objective of the Local to secure through collective bargaining and legislative effort, a better standard of living and working conditions for the members of the Local.

SECTION 2.

The Local affirms its belief in a single industrial union of all postal workers in non-supervisory levels. The Local will make every effort to bring into being a single industrial union of all postal workers by mergers with other postal unions and by continuing intensive, all-out organizing campaigns reflecting the American Postal Workers Union philosophy.

SECTION 3.

The Local will vigorously oppose any labor unions outside of the Postal Service moving into the Postal Service field.

SECTION 4.

- The Local will continue:
- A. To organize the unorganized.
 - B. To unite within one organization, regardless of sex, race, age, creed, color, religion, sexual orientation, political affiliation, or nationality, all employees under the jurisdiction of the Local.
 - C. To educate our membership in the history of the Labor Movement and to develop an intelligent and dignified membership; to work and vote for the election of political candidates who

favor the passage of legislation to improve the welfare and interest of all Labor; to work for the repeal of all laws which are unjust to Labor's movements, goals, and welfare.

- D. To support and engage in legislative, political, civic, educational, welfare, and other activities which further, directly or indirectly, the joint interest of the membership of this union and the improvement of the general economic and social conditions in the United States of America.

SECTION 5.

The Local will work as an autonomous local union with the American Federation of Labor Congress of Industrial Organizations, together with other national, state, and local union councils for the solidification of the entire Labor movement.

**ARTICLE 3
Membership**

SECTION 1.

Any bargaining unit employee, regardless of level or grade, within the jurisdiction claim of this Local is eligible for membership. Those accepted for membership shall pay full per capita tax plus dues and assessments levied by the Local and/or National Office, APWU.

SECTION 2.

No person eligible under the above provision shall be denied membership because of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age, or religion.

SECTION 3.

The executive Board of this Local, with the approval of those in attendance at a General Membership Meeting, shall have the power to confer honorary memberships.

SECTION 4.

Members of the Local who retire from the Postal Service may maintain full membership with all rights of such membership by continuing to pay full per capita taxes, plus

dues and assessments levied by the Local and National APWU.

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 Bylaws of the American Postal Workers Union.

- B. All members shall be required to pay any additional assessments, dues increase, or per capita tax increase levied by the Local and/or National Office, APWU.
- C. A member will not be considered in good standing if that member is delinquent in dues payments. A member's good standing status shall not be affected by reason of the fact that his/her paycheck for the payroll period in which his/her dues deduction are made is insufficient to permit such dues deductions, by reason of illness, injury, pregnancy leave, lay-off, disciplinary suspension, lockout or strike. Any member, whose dues are delinquent three (3) months, shall be dropped from the rolls of the Local after 30 days written notification of delinquency and amount due. Proper notices will be sent by the Secretary-Treasurer to the National Office, APWU Health Plan Director, APWU and Editor-In-Chief of the Press On of the Local for the removal of his/her name from their rolls.

SECTION 2.

No general or special assessment shall be levied upon the membership except: (A) in the case of a local organization, (I) by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, after reasonable notice of the intention to vote upon such question, or (ii) by majority vote of the members in good standing voting in a membership referendum conducted in secret ballot.

ARTICLE 5 Representation

SECTION 1.

The Local shall be represented in the State and National American Postal Workers Union Conventions.

SECTION 2.

Members of the Executive Board by virtue of their position shall be elected delegates to all national and state conventions.

- A. The President (Chairperson) of the APWU Retirees will be a delegate to the State and National Conventions.

SECTION 3. ELECTIVE DELEGATES

Each Craft shall be entitled to representation in State and National APWU Conventions to which the Local sends delegates on the basis of one (1) elective delegate for each two hundred (200) members or fraction thereof. The craft count will be based upon the Membership list two weeks before the nominating meeting. Each craft of the Local shall be entitled to at least one (1) elective delegate.

- A. Associate Office members shall be entitled to elect delegates to the State and National APWU Convention on the basis of one (1) elective delegate for each two hundred (200) members or fraction thereof.

SECTION 4. DELEGATE ELECTIONS

- A. The nominating meeting for convention delegates will be held in February of the convention year. Election of delegates to the State and National Convention shall be by secret ballot on the third Sunday in March at the union hall from 6 A.M. to 6 P.M. All delegates shall be elected by the members present and voting in their respective crafts. The Election Committee shall be in charge

of the election. For special conventions, delegates shall be elected by a majority vote of the members present and voting in a General Membership Meeting.

- B. Those seeking to be delegates to the APWU National Convention must attend at least six (6) scheduled general membership meetings in the **calendar** year preceding the **delegate** election **year**. Members will be given credit for attending general membership meetings when the meetings are proven in conflict with travel or attendance related to active military duty, reserve military duty or required Postal training.

SECTION 5.

- A. The Local will pay for room, transportation and the GSA Accountable Plan per day for meals for State and National Conventions. The Local has the option to provide transportation (airfare or actual gas expense).
- B. When the Local sends members to an out of town seminar or other functions, the allowances so stated above may be modified and/or reduced, but only upon approval of the Executive Board or General Membership. In no case shall allowances be approved that would exceed the allowances so stated above. In accordance with this, the Local may provide transportation to such functions.
- C. When the Local hosts a National or State convention when the delegates from the local are serving in an administrative capacity, or the local sends delegates to a National or State convention within the local commuting area (50 mile radius) the per diem shall be twenty-five (\$25) per day for elected delegates, unless modified and/or reduced upon approval of the Local Executive Board or General Membership.

ARTICLE 6

Officers, Nominations, and Elections

SECTION 1.

The officers of the Local shall be elected by secret ballot and shall consist of the President, Executive Vice President, Secretary-Treasurer, Director of Industrial Relations, Editor-In-Chief, Director of Research & Education, Sergeant-At-Arms, Clerk Craft Director and Clerk Assistants A&B, Maintenance Craft Director and

Maintenance Assistants A&B, Motor Vehicle Craft Director and Motor Vehicle Assistants A&B, Support Services Craft Director and Assistant, and Associate Office Director.

The nominating meeting will be held every three (3) years from the month of merger (June).

SECTION 2. ELIGIBILITY FOR OFFICE

- A. Eligibility for general office shall be determined by the following:
 - 1. A candidate shall be a member in good standing.
 - 2. He/She shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated.
- B. Eligibility for Craft Office shall be determined by the following:
 - 1. A candidate shall be a member in good standing.
 - 2. He/She shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated. He/She shall be elected only by the votes of members of the craft.
- C. Eligibility for A.O. Director shall be determined by the following:
 - 1. A candidate shall be a member in good standing.
 - 2. He/she shall have been a member for at least twelve (12) months immediately prior to the General Membership Meeting at which nominated. He/She must work in, or have retired from one of the Area Offices. He/She shall be elected only by votes of members from the Associate Offices.
- D. No member shall be a candidate for more than one (1) elective position of the Local. Upon nomination each candidate must certify that they are not in violation of the prohibitions set forth in Article VIII, Section 4. Candidates who are in violation of Article VIII, Section 4 are not eligible to be elected or appointed as an officer of the Local.

SECTION 3. ELECTION COMMITTEE

- A. The Director of each Craft of the Local shall present to the members present at the General Membership meeting one (1) month prior to the nominating meeting,

the names of two members of his/her Craft who have been designated to be members of the Election Committee. If there is not a quorum at that General Membership meeting then the Director of each craft shall present the names of two (2) members of his/her craft designated to be members of the Election Committee to the members present at the nominating meeting. The Election Committee shall receive appropriate payment for time spent on the election committee. No member of the Election Committee shall be a candidate for elective office or delegate of the Local for any election for which they are supervising. Any member who voluntarily, after August 31, 1984, holds, accepts or applies for any managerial or supervisory position, EAS position or the PASS Program or any other supervisory program, for any period of time, whether one (1) day or a fraction thereof, either detailed, acting, probationary or permanently after being elected or appointed to any office, shall immediately vacate any office held by that member in the national, local, area local, district council, state or regional organization, any department of the APWU, the Postal Press Association, or any subordinate body of the APWU which receives financial support or uses the name of the American Postal Workers Union.

- B. Only designated members of the Election Committee shall be nominees for chairmanship of the Election Committee. The General Membership shall elect the chairman of the Election Committee by secret ballot at the nominating meeting.

SECTION 4.

The Election Committee shall assume full control of the election and have all ballots printed by a Union printer. One ballot shall be for General Offices; the second ballot shall be for Craft Officers. Ballots will be mailed to all members in good standing as of May 31st of the election year.

- A. The official ballot shall have the following:
 - 1. All ballots shall be headed:
OFFICIAL BALLOT
ST. LOUIS GATEWAY DISTRICT
AREA LOCAL, AMERICAN
POSTAL WORKERS UNION,
AFL-CIO.
 - 2. The general ballot shall contain the

names of all candidates for general offices; the Craft ballot shall contain the names of all candidates for craft offices.

- 3. The general ballot shall be white; the Craft ballots and Area ballots shall be a different color for each.
- 4. All ballots show the date on which balloting will be concluded.
- 5. Specific and definitive instructions shall be printed on all ballots for the purpose of completing and submitting said ballots.
- 6. The names of the incumbent candidates shall be placed first on all ballots all other candidates shall be listed in alphabetical order.
- B. The official ballot envelope shall be as follows:
 - 1. There shall be one (1) mailing envelope for each member. It shall contain one (1) return envelope, one (1) blank envelope marked "BALLOT" and two (2) ballots.
 - 2. The mailing envelope shall bear the election lockbox as the return address. "Ballot Enclosed" shall be printed in bold letters in the lower left hand corner.
 - 3. The return envelope shall bear the election lockbox as the mailing address.
 - 4. Space will be provided for member's signature and it shall also bear the member's mailing address label on the back.

SECTION 5. RESPONSIBILITY OF CHAIRMAN

The Chairman of the Election Committee shall rent a lockbox at the Main Post Office. The key to the lockbox shall remain in the custody of the Postmaster or his representative until called for by the Election Committee. Rental for the lockbox shall be paid by the Local. The chairman of the Election Committee shall call a meeting of the Committee not later than seven (7) days after the nominating meeting.

SECTION 6.

Not more than eight (8) days after the nominating meeting the Election Committee shall mail to the nominees, who are nominated for more than one position, and those nominated who are not present at the nominating meeting, a notification of their nominations by certified mail, requesting

each to designate and signify the office for which he/she desires to run. Each nominee shall send his/her reply by certified mail not later than June 21st to the election committee who shall arrange to have ballots printed by a known union printer. Unopposed candidates' names will not appear on the ballot. They shall be declared elected. On or before July 14th, the Election Committee shall send out the ballots to all members according to the local mailing list. The deadline for returning ballots to the Election Committee lockbox shall be twelve (12) noon, August 8. Any completed ballots received in the lockbox after twelve (12) noon, August 8 shall not be valid nor shall they be counted. The Election Committee will count the ballots immediately after they are picked up from the lockbox. After the election committee officially notifies the membership of the final count, there will be a two-week transition period. Newly elected officers of the local shall be sworn in as soon as possible after the transition period.

ARTICLE 7 Duties of Officers

SECTION 1.

- A. All officers of the Local shall strive to organize their time in such a manner so as to perform their duties without extra remunerations.
- B. The officers of the Local shall perform, in addition to the specific duties of their respective offices, such other duties as the President may assign.
- C. The duties of the Executive Board offices may be separated or combined only upon recommendation by the President and approval of the Executive board.

SECTION 2.

Any officer of the Local who is required to be bonded shall require such a bond at the expense of the Local.

SECTION 3.

- A. **PRESIDENT.** It shall be the duty of the President to preside at all General Membership Meetings, Executive Board Meetings, and special meetings of the Local; he/she shall appoint all committees not provided for herein. He/she shall fill all vacancies from any cause whatsoever, subject to the approval of the Executive board, until such vacancy is filled by regular election. He/she shall be an ex officio

member of all committees except the Election Committee. He/she shall be responsible for all work of the Local; and all officers of the Local shall work under his/her supervision. He/She shall countersign all checks, vouchers, and other documents made by the Local.

He/She shall have the authority to interpret the Constitution and his/her interpretation shall be conclusive unless reversed or amended by the Executive Board. He/She shall be a delegate to APWU national and state conventions by virtue of office and to other conventions, seminars and other union functions which concern the Local with the approval of the Executive Board. The President shall be a full-time officer. The President shall be authorized to pay LWOP, overtime, change schedules and assign make-up days in order to carry out the responsibility to see that all work of the Local is performed. It shall be the responsibility of the President to staff the Union office in which to conduct all Union business. The staffing will be done after concurrence with the Executive Board and approval of the members present and voting at a general membership Meeting. His/her salary shall be equal to the highest grade and step on the PS schedule, plus 10%. He/she shall be paid biweekly, not in advance. Additional expenses shall be paid only with the approval of the Executive Board.

- B. **EXECUTIVE VICE PRESIDENT** shall perform the duties of the President in his/her absence or inability to attend to the duties of his/her office. He/she shall be the Chairman of the grievance arbitration committee. He/she shall assist and direct the Craft Directors in the processing of all grievances at all levels. It shall be his/her responsibility to keep an active log on all grievances processed by this Local. He/she shall be a member of the Local Negotiating team and Board of Trustees. He/she shall countersign all checks and vouchers when the President or Secretary-Treasurer is unable to perform their duties. His/her salary shall be equal to the second highest grade and step on the PS schedule. (Effective August 7, 2013.)
- C. **SECRETARY-TREASURER.** The Secretary-Treasurer shall keep accurate

accounts, using approved methods of accounting and bookkeeping, of all monies, dues, interest, assessments and taxes collected and disbursed by the Local; these records shall be available to recall and review. The Secretary-Treasurer shall secure and deposit all monies in a Charter Bank and/or St. Louis Postal Employees Credit Union to bear interest or dividends; and shall make all disbursements by check, draft or money order, and shall countersign all checks, pay all bills, refunds, expenses and allowances sanctioned by the Local. The Secretary-Treasurer shall release all books, records, and receipts to the Board of Trustees and/or public accounting firm as required by law, this Constitution, the President, or the Executive Board; shall submit, itemized written reports of financial transactions and account balances of the Local each month and quarterly statements of deposits and withdrawals of all accounts of the Local at the General Membership Meeting. In January of each year he/she shall release all financial records for audit by a public accounting firm selected by the Executive Board. In January of each year the Secretary-Treasurer shall be responsible for holding the Local to the dictates of the annual budget, and shall report any and all deviations to the Board of trustees. The Secretary-Treasurer shall be bonded and shall become a notary public at the expense of the Local. The Secretary-Treasurer shall keep a record of all dues and per capita taxes of the members. He/she shall submit an annual report of the dues and per capita taxes of cash paying members of the Local to the National Secretary-Treasurer and to the Local in February of each year. The Secretary-Treasurer shall make and keep a record of the minutes of the Executive Board and General Membership Meetings. He/she shall notify all members of the Executive Board of all Executive Board meetings. He/she shall be paid a salary equal to the second highest grade and Step P on the PS schedule. (Effective August 7, 2013.)

- D. **DIRECTOR OF INDUSTRIAL RELATIONS.** He/she shall coordinate all labor management, safety and health grievance committee and

step 2 grievance meetings. He/she shall be responsible for maintaining all grievance forms and for maintaining a log of all local arbitration cases. He/she shall maintain all records related to NLRB charges filed by the local and against the local. He/she shall be the local's representative in proceedings related to OWCP, EEO, and MSPB. He/she shall assist with all phases of the grievance arbitration procedures in all crafts. He/she will be a member of the local negotiation team for all crafts. He/she shall perform other duties as assigned by the President. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President.

E. **EDITOR-IN-CHIEF.** The Editor-In-Chief by virtue of this elected office, shall be the chairperson of the PRESS ON POLICY COMMITTEE. With the President he/she as the ex-officio member, only, with Executive Vice President he/she, plus the other members of the crafts, so as to make the committee five (5) or seven (7) in number so as to prevent a tie, or deadlock in the voting power. AND that the Editor-In-Chief he/she shall be the only person in charge of the physical makeup, or paste-up of the publication PRESS ON. AND that the Editor-In-Chief or the President shall be the only authorized person that shall release the final galleys to the printer for publication. The Editor-In-Chief shall receive 10% of the advertising revenues of the PRESS ON. He/she shall receive lost time payment with the approval of the President.

F. **SERGEANT-AT-ARMS.** It shall be the duty of the Sergeant-At-Arms to assist the President in preserving order at General Membership and Executive Board Meetings, maintain the attendance record, perform count of voting decisions, perform other duties as may be assigned by the President and serve as Local Parliamentarian. He/she shall receive lost time payment with the approval of the President.

G. **DIRECTOR OF RESEARCH, EDUCATION.** He/she shall be responsible for the education and legislative programs of the Local. He/she shall conduct educational and legislative seminars on matters of interest to the National, State and

Local levels with concurrence of the Executive Board or by the action of the General Membership Meeting. He/she shall submit articles to the Local publication on educational and/or Legislative matters at not less than quarterly intervals. He/she shall be the keeper of the Local's library, and shall be responsible for maintaining it in a current status. He/she shall keep a current roster of all stewards by name, craft, tour and location. He/she shall submit to the President the names of all stewards who have successfully completed steward training. He/she shall receive lost time payment with the approval of the President.

H. **CRAFT DIRECTORS**

Clerk Craft Director
 Maintenance Craft Director
 Motor Vehicle Craft Director
 Support Services Craft Director
 Each Craft Director shall assume the timely and proper processing of grievances arising from his/her craft or area and such other matters that pertain to that craft or area. He/she shall receive monthly reports from stewards and chief stewards in his/her craft or area and submit items to the Labor/Management meetings based on these reports. He/she shall receive arbitration training. He/she shall receive lost time payment with the approval of the President. He/she shall conduct monthly craft meetings. He/she shall receive a monthly salary of:

Clerk Craft	\$150.00
Maintenance Craft	\$100.00
MVS Craft	\$100.00
Support Services Craft	\$100.00

I. **ASSOCIATE OFFICE DIRECTOR**

The Associate Office Director shall be elected by all dues paying members in the associate offices the local represents. It shall be the responsibility of the Associate Office Director to handle all problems and grievances of the associate offices with the assistance of the Craft Directors (if necessary). Any Associate Office stewards shall work under his / her direction. He / She shall be a member of the Associate Office Negotiating Team. He / She shall receive a salary of \$200.00 per month.

SECTION 4. EXECUTIVE BOARD

- A. The Executive Board shall consist of the President, Executive Vice President, Secretary-Treasurer, Director of Industrial Relations, Editor-In-Chief, Sergeant-At-Arms, Director of Research and Education, ALL Craft Directors and the Associate Office Director.
- B. The Executive Board shall be the highest ranking governing body of the local between general membership meetings.

**ARTICLE 8
 Prohibitions**

For the protection of the General Membership of the Local the following prohibitions are set forth. Violations of these prohibitions shall be subject to the disciplinary actions stated below.

SECTION 1.

The General Membership Meeting shall have final authority to override decisions of the Executive Board or of the President in regard to expenditures of the Local. Expenditures of the Local shall be subject to the following in accordance with the above:

- A. It shall be prohibited for any officer or member of the Local to enter into any contract, loan, or promissory note, either written or verbal, involving monies or expenditures of the Local without the prior approval of the Executive Board and the majority of the members present and voting at a General Membership Meeting.
- B. It shall also be prohibited for any officer or member to make a fraudulent report in connection with the items above.

SECTION 2.

- A. It shall be prohibited for any officer or member of the Local to engage in or foster any conduct or activities that would expose the American Postal Workers Union, AFL-CIO, and the Local to civil liability suit.
- B. It shall be prohibited for any officer or member of the Local to engage in or foster any conduct or activities that are contrary to the provisions of the Local Constitution and By-Laws or any federal statutes or labor laws of the United States of America.

SECTION 3.

Any individual officer, member or Craft found guilty of violations of the provisions of the above shall be liable to charges and probation, suspension, expulsion, or other appropriate disciplinary action deemed necessary. In cases of violation of a federal code, the penalty prescribed therein shall take precedence over any action that would be taken by the Local.

SECTION 4.

Any postal employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory, or EAS position with the responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of one (1) pay period in a year shall be ineligible to hold office at any level of the American Postal Workers Union (APWU) or to be delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position.

Any postal employee who has submitted an application to a managerial, supervisory, or EAS position with responsibility for issuing or recommending discipline, or for applying or interpreting the National Agreement, shall withdraw such application prior to acceptance of nomination for any office in the APWU.

ARTICLE 9
Recall of Officers

Removal of officers is governed by Article 15 (Local and Membership Protection) of the APWU National Constitution.

ARTICLE 10
Meetings

SECTION 1.

- A. General Membership meetings shall be held on the second Sunday of each odd month, commencing promptly at three o'clock (3:00 p.m.) and the second Saturday of each even month, commencing promptly at nine-thirty (9:30 a.m.) There will be no general membership meetings in the months of July and August.
- B. The General Membership meeting may

be postponed to another time or day of the month or canceled by motion and vote of the members in attendance at the General Membership meeting by not less than two (2) meetings before the meeting to be changed, postponed or canceled.

- C. When a regularly scheduled craft and/or general membership meeting falls on a holiday weekend, the meeting will automatically be rescheduled to the following Sunday. The holiday must fall on a Friday, Saturday, Sunday or Monday.
- D. Twenty-five (25) members present at the General Membership meeting shall constitute a quorum for the transaction of business. If twenty-five (25) members are not present at the start of the general membership meeting, business may be delayed for no more than 15 minutes before the meeting is declared an unofficial meeting.

SECTION 2.

- A. Special General Membership meetings may be called by petition of fifty (50) members in good standing or by a majority vote of the Executive Board.
- B. Fifty (50) members present at a Special General Membership Meeting – of which at least five (5) are from each craft – shall constitute a quorum for the transaction of business.

SECTION 3.

Each craft shall determine the date, time and place of its own Craft meeting. The Local shall pay the expenses of scheduled Associate Office area meetings.

SECTION 4.

- A. The date and time of the Executive Board Meeting shall be announced seven (7) days prior to the meeting.
- B. A simple majority of the total number of members of the Executive Board shall constitute a quorum for the transaction of business at regular Executive Board meetings.

SECTION 5.

- A. Special Executive Board Meetings may be called by the President or by a petition signed by a simple majority of the members of the Executive Board.
- B. A simple majority of the total number of members of the Executive Board shall

constitute a quorum for the transaction of business at Special Executive Board meetings.

SECTION 6.

It shall be the responsibility of each Craft to maintain an official attendance record of scheduled craft meetings.

ARTICLE 11**Succession of Officers and Vacancies**

The following order shall be the line of succession of officers of the Local in the event of death or resignation of the President.

Executive Vice-President
Secretary-Treasurer

ARTICLE 12**Resolutions****SECTION 1.**

Three months prior to the National and State Conventions, a Resolutions Committee shall be formed, the chairperson to be appointed by the President. Each craft director shall submit to the chairperson of the committee the name of one member from the craft to serve as a member of the committee.

SECTION 2.

The purpose of the Resolution Committee shall be to receive, draw up, consider, and consolidate suitable resolutions pertinent to the business to be brought before the conventions. The chairperson of the committee shall render a report of the resolutions and recommendations at the next General Membership meeting following the end of the committee's session.

ARTICLE 13**Amendments****SECTION 1.**

This Constitution and By-Laws may be amended by a two-thirds (2/3) vote of the membership present and voting at a General Membership meeting. A standing vote will apply.

SECTION 2.

Any proposed change(s) to the Constitution or By-Laws will be submitted in writing by April 20th or October 20th of each year, by certified mail or hand-delivered to the local

union office. All changes submitted to the constitution committee shall be read at the May and November General Membership meeting. It shall then be tabled without discussion or debate. It shall be published in the next issue of the Press On and mailed to all members in good standing for distribution. It shall then be taken up at the next General Membership meeting as the first order of business following the reading of the minutes, discussed and voted upon.

SECTION 3.

Any major revisions or amendments involving three (3) or more articles of this Constitution and By-Laws shall be made only by a Constitution Committee composed of a representative from each Craft and a chairperson appointed by the President. Revision and amendments made by the committee shall refer to SECTION 1 and SECTION 2 of this article.

SECTION 4.

Any proposed Constitutional Changes for the purpose of another local merging with the St. Louis Gateway District Area Local may be submitted any month. It shall be read at one meeting. It shall then be tabled without discussion or debate. It shall be published in the next issue of the Press On and mailed to all members in good standing for distribution. It shall then be taken up at the next General Membership meeting as the first order of business following the reading of the minutes, discussed and voted upon.

SECTION 5

The Constitution and By-Laws shall be printed in the February issue of the Press On.

ARTICLE 14

Officers and Stewards Benefits

SECTION 1. FULL-TIME OFFICERS

- A. **The Local shall pay the Postal Service share of the following fringe benefits: USPS retirement, life insurances, health insurance and disability insurance. If the officer has APWU health insurance it will be paid in full for officers who work full-time for the Union.**
- B. An officer who works full-time for the union will be granted 26 days of annual leave and sick leave as needed. Those officers who qualify for disability

insurance will only be paid sick leave when the insurance payment is not equal to the officer's salary. No full-time officer will be permitted to carry over more than the Postal Service maximum of annual leave into the next year, and shall be reimbursed in December of each year for up to 104 hours of unused annual leave beyond the Postal Service maximum. All full-time officers will be paid his/her accrued annual leave when leaving elected office, up to the Postal Service Maximum.

SECTION 2. PART-TIME OFFICERS

- A. Officers who work part-time for the union, (those who have lost time approved on a daily basis) shall be paid their postal pay that was lost in accordance with Article VII. This will include night differential if applicable.
- B. Officers who work part-time for the union, shall be reimbursed at the end of the year for annual leave and sick leave lost due to being in a leave without pay status that lost time was paid for.

SECTION 3. STEWARDS

- A. All Stewards and Officers shall receive a yearly salary equal to the amount of dues paid during the calendar year: they must meet the following requirements:
 - 1. They shall have attended at least seven (7) steward training meetings of the local in the current year.
 - 2. They shall be paid for the calendar year January to December, if qualified:
 - 3. They shall be paid in December of each year, before the 15th of the month.

BY-LAWS

ARTICLE I

Order of Business

- 1. Meeting called to order.
- 2. Roll call of officers and shop stewards.
- 3. Reading of minutes.
- 4. Nominations/Constitutional changes, if necessary.
- 5. Applications for membership and action thereon.
- 6. Communications and bills-action thereon.
- 7. Reports of officers, delegates, and committees.
- 8. Unfinished business.
- 9. New business.

- 10. Suggestions for the good of the Local.
- 11. Adjournment.

ARTICLE II

Amendments

Amendments to or alterations of the By-Laws shall be made in the same manner as prescribed for amending the Constitution.

ARTICLE III

Ballots

All votes taken by ballot at meetings shall be under the Australian system taken in place and manner most convenient.

ARTICLE IV

Rules of Order

- 1. Any member desiring to speak on a subject under consideration must arise and address the Chairperson, and such member cannot proceed until recognized by the Chairperson.
- 2. All motions must be first stated by the Chairperson before they can be debated.
- 3. A motion to table is not debatable.
- 4. No member shall speak more than once on any subject until all members who wish to speak have spoken, and then only by consent of the meeting.
- 5. The chairperson shall refrain from taking part in the discussion of motions. In the event he/she deems it necessary to enter the debate on a motion, he/she shall relinquish the Chair to the Executive Vice-President until the motion has been voted upon.
- 6. Any proposed change to the policies of the Local shall be printed in writing, signed by at least ten (10) members in good standing; shall be read in meeting; and laid over until the next meeting, when it shall be read again and voted upon.
- 7. ROBERT'S RULES OF ORDER – as interpreted by the Local Parliamentarian – shall be the authority to decide all questions of order not herein provided for.

ARTICLE V

Funds-Bonds

SECTION 1.

All funds shall be deposited in the name of the Local in such banks as the Local may determine.

SECTION 2.

All funds of the Local shall be disbursed by check, countersigned by the General President, and/or the Executive Vice-President.

SECTION 3.

Officers of the Local who are required to be bonded shall have the expense of such bonds borne by the Local.

SECTION 4.

1. The President is authorized to pay bills for normal operation and all business expenses of the local.
2. The President is authorized to make expenditures necessary for repairs and upkeep of the building.
3. The President is only authorized to make expenditures on the Local's credit card up to the current limit. The limit may not be exceeded or raised without the approval of the Executive Board and the General Membership.
4. The local shall lease an American made vehicle(s) for official Union business. The Executive Board shall establish and approve a vehicle lease/use policy.
5. To keep the local organized the President shall be paid twenty-two (22) cents per member per month.

**ARTICLE VI
Applications**

- A. Applications for new membership shall be filed with the Secretary-Treasurer of the Local. Each applicant for membership shall sign a form PS-1187.
- B. Applications for membership will automatically be accepted unless challenged at a regular General Membership meeting following their receipt.
- C. A rejected candidate's application for membership may be resubmitted after six (6) months.

**ARTICLE VII
Committees**

SECTION 1.

All officers, [except full-time officers] steward[s], and members assigned to perform union related duties on their off duty time shall be compensated at the rate of ten dollars (\$10.00) per hour. All committee members shall be compensated for time in meetings and activities at the

committee time rate of ten dollars (\$10.00) per hour.

SECTION 2.

The President shall appoint all necessary committees, not limited to the following:

- A. Organization
- B. Welfare
- C. Publicity
- D. Human Relations
- E. Resolutions
- F. Constitution
- G. Board of Trustees
- H. Entertainment
- I. Press On Policy
- J. Grievance/Arbitration
- K. Stewards

SECTION 3.

The Board of Trustees shall consist of one member from each craft and the Executive Vice-President. The Chairman of the Board of Trustees shall be determined by the membership of the Board at the first meeting following the general election. The Board of Trustees shall audit the books quarterly. Following each audit, the Board shall have the authority to submit a revised budget following the 1st, 2nd or 3rd audit. The board shall prepare a budget in November of each year to be submitted at the December membership meeting for approval.

**ARTICLE VIII
Transitions**

For the smooth transition of operation functions of any administrative office of the Local, it shall be the duty of all incumbents, whether appointed or elected, to acquaint the successor to the office with all procedures, records, files, and methods of said office in order to assure the welfare and efficient operation of the Local.

Nothing in this Constitution and By-Laws shall be interpreted as being in conflict with existing Federal Laws and regulations nor with the National Constitution and By-Laws of the American Postal Workers Union, AFL-CIO.

**ARTICLE IX
POWER**

Membership in the POWER Committee shall be open to all APWU members. The committee shall participate in community activities giving visibility to the Local.

The committee shall sponsor a minimum of two (2) programs each year with special emphasis on family issues. The committee shall work in conjunction with other committees especially organization. The committee shall network with other women organizations and work to enhance harmony within the union.

**American Postal Workers Union,
AFL-CIO
Officers' Oath of Office**

I, _____, having been duly elected to office in the _____ of the American Postal Workers Union, AFL-CIO, do solemnly pledge to uphold the Constitution and By-Laws of the American Postal Workers Union, AFL-CIO and of the _____.

I further pledge to perform the duties of my office to the best of my ability. I promise that at the conclusion of my term of office, I will turn over to my successor all books, papers, records, and documents that are the property of the APWU _____.

And I further pledge that once I no longer hold office with the American Postal Workers Union and am no longer a bargaining unit employee, I will never testify in support of the United States Postal Service in any United States Postal Service arbitration or administrative hearing about internal Union discussions and/or decisions that are made by the Union or Union leaders in regards to the American Postal Workers Union's contractual positions and/or American Postal Workers Union's internal policies.

I further subscribe and affirm that if I resign or enter into an EAS position, whether detailed or permanent within one year of resignation or completion of term office, I will subject myself to full reimbursement to the American Postal Workers Union for any and all training I received during the preceding year whether National, State or Local.

Last but not least, I promise to purchase only union made articles, whenever available. Failure to perform any of the above will mark me as an individual devoid of honor and destitute of integrity.

Secretary-Treasurer Report

By *Robbie Robertson*



Happy New Year: St. Louis Gateway District Area Local is responsible for the following list of chores to run the local according to the fiduciary duties of the local.

Membership and 1187(s): At the end of 2021, we cap at 1,700+ members. When completing your 1187, please make sure you put a check mark or X if you pay dues to another union. I am currently entering 1187(s) at the local level, so you should not run into paying double dues unless you have health insurance with your prior union. I know previous months we had members paying double dues. **Please do not wait 6-months later to notify us.**

The IRS 941(s), 990(s), W-10(s), and any other tax financial documents: All appropriate financial documentation is file electronically with the federal, state, and city by Completing Accounting and Anders CPA firm.

W-2s and 1099s must be issued by Jan. 31: The local will make sure all W-2s and 1099s will be mailed by Jan. 31. Please make sure we have a correct address so you can get your W-2 in a timely manner.

The LM Report for 2021 will be electronically submitted by March 31: The LM report is an annual financial report required to be filed by the US Department of Labor. Our new CPA firm will be preparing our LM-2 Report for 2021 and electronically file no later than March 31, 2022. The LM-2 are public documents and a copy of the LM-2 report for previous years can be found at <https://olms.dol-esa.gov/query/getOrgQry.do>

St. Louis Gateway District Area Local 2020 budget: The trustee/budget committee was formed by President

Livingston, and the committee consists of: Executive Vice President Gene Hollenbeck, MVS Paul Reid (committee chair), Support Services Assistant Craft Director Robin Nichols, associate office clerk steward Faye Lawson, and maintenance steward Judy Perkins. The committee prepared and presented the final budget at the December General Membership Meeting. **A motion was made to accept the 2022 budget in aggregate. The motion was seconded, discussed, voted on, and passed.**

Meeting calendars (general membership, executive board, and steward training): The general membership, executive board, and steward training meeting schedule will be provided to the members at the December 2021 and January 2022 general membership meetings via Zoom. The meeting schedule is also provided on the <https://stlouisapwu.org/> website. Please sign up for Zoom meetings at www.stlapwu.org. Per our local constitution, no general membership meetings in the months of July and August.

Shred old financial records and grievances: The local shred old financial records and grievances should be disposed of, after five years because they contain personal information that could result in theft.

Update local inventory of assets: The trustee/budget committee take inventory of the local assets yearly.

Archive membership and executive board minutes: The general membership and executive board meeting minutes are kept for life. These minutes are the history of the union.



Discipline: Management's New Target

By April Johnson

Greetings brothers and sisters. I hope that the new year has found you well and safe. A few days ago several members of management alerted me to the "new" discipline control model concerning attendance. St. Louis City recently obtained a new A/Postmaster (Jeff Drake) whose new mission is to get a handle on absenteeism within the city. Those of you in stations and branches have often stated that the absence of your fellow coworkers has caused overwhelmingly long work weeks and work days for you. COVID-19 and understaffed offices have contributed to some of the long hours/weeks, but it's us talking here, that is not always the case. So the new A/Postmaster has a telecon every day with all station managers to discuss any employee who has called off for three or more days (whether the days are consecutive or not) within a 30 day period, and the discussion centers around where the employee is within progression of discipline, and what your immediate supervisor plans to do to address the issue. PDIs (predisciplinary interviews) are being scheduled left and right in the stations, so here is what the union desires for you to know to protect yourself. First things first, if management states to you, or sends you a letter stating that they desire to have a PDI with you, **REQUEST A STEWARD BE PRESENT!** Next piece

of advice, if you know that you will be tardy to work or will not be reporting on a day that you are scheduled, call the IVR (1877-477-3273) system **PRIOR** to the start of your shift. If you do not, management may/can charge you **AWOL**. AWOL is a stand-alone offense, which means management can pursue discipline against you for just one AWOL. And lastly, if you or a qualifying family member have a chronic health condition that prevents you from being on time to work or working as scheduled, FMLA is a valuable resource. You can qualify for FMLA if you have worked for the USPS for one year and have 1,250 work hours. FMLA is a protected absence and those dates cannot be used against you in disciplinary actions. Discipline is a serious matter and can affect your employment and ability to transfer outside the 631 installation at the Postal Service. If you do so happen to receive a disciplinary action after a PDI, please contact me (either by requesting through management or calling the hall) within 14 days of the date that you receive it, so that a timely grievance can be filed on your behalf. If you fail to file a timely grievance, that discipline will be in your record for two years from the date of issue. As always I am willing to help you with any questions and/or concerns you may have. Stay safe and be kind to one another.



SAVE THE DATE
APWU FAMILY DAY



Due to the COVID-19 pandemic we have not held the APWU family day since 2019. While we have had the dates secured at our favorite location since the fall of 2019, it was unfortunately cancelled each year by the venue due to the COVID-19 pandemic. The union has made sure to secure the date of **July 17, 2022**, as the next APWU family day. We are very hopeful that this will be the year that we can once again enjoy being together with no restrictions in place. We will provide more information in the months to come.



Allen, Keilah
 Allen, Robert
 Anthony, Lashonda
 Bell, Jessica
 Bisci, John
 Bolden, Davante
 Brooks, Felicia
 Brown, Shenita
 Burns, Bria
 Butler, Taylor
 Campbell, Stevonna
 Carey, Clark
 Christiansen, Kimberly
 Collins, Megan
 Colvin, Latoya
 Coutts, Tashia
 Crayton, Rhonda
 Davis, Asya
 Dorsey, Katlyn
 Douglas, Aaliyah
 Douglas, Brandon
 Dozier, Yaryana
 Dunlap, Melony
 Dyson, Alvin
 Evans, Mariah
 Fentress, Daja
 Freeman, Tabari
 Galvin, Deonna
 Glick, Madeline
 Goodlow, Stephanie
 Gregory, Marcus
 Grier, Hannah
 Hardy, Dorran
 Hernandez, Mindy
 Hester, Stephanie
 Hick, Kortlyn
 Holland, Heather
 Hyndmann, Alexander
 Jackson, Aalayah
 Jeffries, Tawanda
 Johnson, Kenya
 Kennedy, Porshae
 Keys, Sheldonn

Liddell, Ana
 Loggins, Dana
 Loving, Jessica
 Malone, Tempielee
 Mann, Dennettal
 Maybeery, Grant
 McClendon, Shaun
 McCulley, Latrice
 McLaughlin, Paulla
 McMaster, Sean
 Mendez, Rachel
 Miller, Kimberly
 Moore, Dominique
 Morris, Joseph
 Nelson, Tammie
 Owens, Christie
 Parris, Sherry
 Perkins, Stephanie
 Perkins, Sydney
 Petty, Harvey
 Reed, Jasmine
 Rill, Yvonne
 Robinson, Felicia
 Sanfilippo, Francesco
 Scarry, Mathew
 Scott, J'Lisa
 Southward, Christy
 Stevenson, Jasmine
 Terry, Jaela
 Thomas, Thomas
 Torrey, Keosha
 Vann, Aaronnette
 Wade, Paris
 Watson, Christian
 Watson, Sharon
 Webb, Marcia
 West, Anthony
 White, Sidney
 Whiting, Una
 Williams, Jeremiah
 Williams, Morene
 Winder, Gloria
 Young, Alexandria



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

Labron Taylor
 (Maintenance)

Jack Roy Crump
 Father of Scott Crump (Maintenance)

Randy Harvey
 Brother of Patricia Harvey-Morris

Tamika Tolliver
 Daughter of Connie Bluett (clerk)

Karl Reid Sr.
 Father of Paul Reid

The burden of your loss is a heavy one and we want to extend our deepest sympathies to you and your family.
 The officers and member of the APWU family.



Congratulations to our most recent retirees:



Lori Berry



Catherine Jennings



Becky Warr-Russell



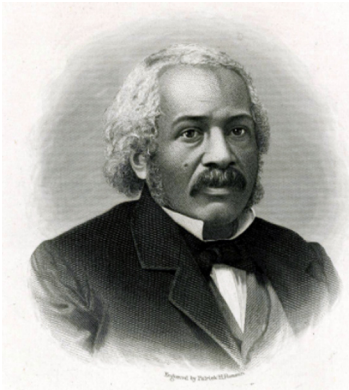
George Crigler

Not pictured: Wanda McDonald and Kenny Poe

BLACK HISTORY MONTH

Know the past, shape the future.

James McCune Smith and the Power of Education



*James McCune Smith
First African American to
hold a medical degree*

James McCune Smith was born in 1813 in New York City. By the age of nine, Smith was enrolled at the New York African Free School No. 2 in Lower Manhattan. The school was founded in 1787 by the New York Manumission Society with the purpose of educating the children of free and enslaved African Americans. Smith's academic cohort included well-known African Americans such as the Shakespearean actor Ira Aldridge and the abolitionist Henry Highland Garnet. Even so, Smith distinguished himself from his peers and was chosen to give the address for the visit of famed French revolutionary, Marquis de Lafayette. After the New York Emancipation Act of 1827 legally granted Smith his freedom, he graduated with honors from the New York African Free School at age 15. Denied admission to American universities, Smith attended Glasgow University in Scotland with the financial support of benefactors.

Race and Medicine

At Glasgow University, Smith was trained in the field of quantitative public health, a combination of statistics, medicine, and social sciences. Within five years, Smith graduated with a bachelor's, master's, and medical degree, becoming the first African American to hold a medical degree. He was also the first African American author published in a peer-reviewed medical journal, and he opened the first Black-owned pharmacy in the United States, serving both Black and white clientele.

Smith's statistical prowess and anti-pseudoscience advocacy significantly influenced American views on race and medicine. He used statistics to refute findings from the 1840 Census, which claimed that emancipated African Americans were worse off than those who were still enslaved. Smith also spoke against phrenology, the pseudoscientific idea that head shape was indicative of intelligence levels among racial groups. And he rebutted, point-by-point, the claims of Black inferiority made in Thomas Jefferson's "Notes on the State of Virginia."

Abolitionist Politics

Smith's advocacy on race and medicine was part of his larger abolitionist politics. He met with Black activists at his pharmacy to plan ways to protect fugitive enslaved persons. He proposed a savings bank to financially empower African Americans, and he served as director of the Colored People's Educational Movement. Smith worked with Frederick Douglass to establish the National Council of the Colored People. The two men, along with Congressman Gerrit Smith and abolitionist John Brown, co-founded the Racial Abolitionist Party. Smith also authored the introduction to Douglass's "My Bondage and My Freedom" and contributed a weekly column to Douglass's newspaper under the name of "Communipaw."

James McCune Smith died in 1865 from congestive heart failure. His legacy was forgotten as his fair-skinned descendants passed into white society. Today, his descendants are reconnecting with his life, and Smith is remembered as a leading member of the antebellum African American intellectual elite.

St. Louis Gateway APWU
1705 S. Broadway
St. Louis, MO 63104
Address Service Requested

PRST STD
US Postage
PAID
St. Louis, MO
Permit No. 860

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.

Shelia Patton-Harris ... Editor
PROUD MEMBER
POSTAL PRESS ASSOCIATION

OFFICERS OF THE LOCAL
President..... Rebecca Livingston
Vice President..... Gene Hollenbeck
Secretary-Treasurer Robin Robertson
Dir. of Industrial Relations.....Dave Childers
Editor.....Shelia Patton-Harris
Dir. of Research & Education.....Dean Hathaway
Sergeant-at-Arms.....Claudella Suggs

DIRECTORS
Clerk Craft.....Bill Brady
Maintenance.....Chris Wilkerson
Vehicle Service.....Bobby Riehl
IT/ASC.....Janis Dumas
Associate Office DirectorMelani Brown

Union Office
1705 S. Broadway
St. Louis, MO 63104
(314) 231-7665
FAX: (314) 231-5709
After Hours (314) 810-4099

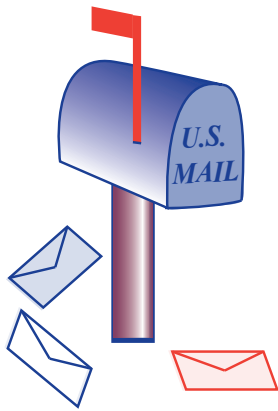
Office Hours
Monday-Friday: 8 a.m. - 5 p.m.

Steward Booths, Downtown
Clerk ... 314-436-5331
Maintenance ... 314-436-4668
MVS ... 314-436-5027

GATEWAY LOCAL CALENDAR

- | | |
|--|---|
| January 1 (Saturday)
January 5 (Wednesday)
January 9 (Saturday)
January 10 (Monday)
January 17 (Monday)
February 9 (Wednesday)
February 12 (Saturday)
February 14 ((Monday)
February 21 (Monday)
March 9 (Wednesday)
March 13 (Sunday)
March 14 (Monday) | New Years Day Holiday
Executive Board Meeting (2 p.m.)
General Membership Meeting (3 p.m.)
Steward Training (9 a.m. & 6 p.m.)
Dr. MLKing Birthday Holiday
Executive Board Meeting (2 p.m.)
General Membership Meeting (9:30 p.m.)
Steward Training (9 a.m. & 6 p.m.)
Presidents Day Holiday
Executive Board Meeting (2 p.m.)
General Membership Meeting (3 p.m.)
Steward Training (9 a.m. & 6 p.m.) |
|--|---|

There will be no General Membership Meetings in the months of July and August. The Union Hall will be closed on holidays. Due to the COVID-19 pandemic, Zoom meetings will replace in person meetings and training until further notice. A close caption interpreter is available for all General Membership Meetings. More information is available on the website. stlouisapwu.org



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.