

## We're All in This Together

*By Gene Hollenbeck, President*



I hope that everyone had an enjoyable 4th of July holiday. During the month of June 2019 we were able to get 12 PSEs converted to career. There is talk that we will get some more in July. We will not give up working to get as many PSEs converted as possible.

Let's talk about holidays and how you are scheduled. The holiday volunteer list shall be posted soliciting volunteers to work the days of the Holiday Schedule. This volunteer list will be posted 21 days prior to the Tuesday that the Holiday Schedule must be posted. The volunteer list will be posted for 14 calendar days. The Holiday scheduled must be posted on Tuesday of the week preceding the week in which the holiday falls.

The Holiday Schedule consists of three days. So for a Monday holiday the schedule would be Saturday, Sunday and Monday. On Tour 1 this would be Friday night, Saturday night and Sunday night.

If your off days are Sunday-Monday, your designated holiday would be Saturday. If your off days are Monday-Tuesday, then your holiday would be Sunday.

On tour 1 if your off days are Saturday night (Sunday) - Sunday night (Monday), your designated holiday would be Friday night (Saturday). If your off days are Sunday night (Monday) - Monday night (Tuesday), your holiday would be Saturday night (Sunday).

APWU employees will be scheduled for holiday work in the following order:

1. All full-time and part-time regular (where applicable) employees for whom it is a holiday or their "designated holiday," and who have volunteered to work, by seniority;
2. All full time and part-time regular (where applicable) employees, by seniority, who have volunteered to work their non-scheduled day(s) which is a holiday or "designated holiday" for others even if overtime and/or overtime guarantees are incurred;

3. All postal support employees;
4. All full-time and part-time regular (where applicable) employees for whom it is a scheduled day off, but have not volunteered, even if overtime guarantees are incurred, shall be instructed to report by inverse seniority;
5. All full-time and part-time (where applicable) employees for whom it is the holiday or their designated holiday but have not volunteered, shall be instructed to report by inverse seniority.

This language is in the LMOU, Local Memorandum of Understanding; it may differ slightly by office. Check out your LMOU at [STLOUISAPWU.ORG](http://STLOUISAPWU.ORG) under the more button. This is done for all holidays an, yes, the junior employees may be drafted for every holiday.

FTRS employees receive holiday pay for the following 10 holidays:

New Year's Day*	Martin Luther King Jr's B'day
Washington B'day (President's Day)	Memorial Day*
Independence Day*	Labor Day*
Columbus Day	Veterans Day
Thanksgiving Day*	Christmas Day*

\*PSEs now receive holiday pay for six for the above noted holidays.

FTRS and PSEs who work on a holiday may, at their option, elect to have their annual leave balance credited with FTRS eight hours, PSEs four to eight hours depending on the size of office.

If you have any questions about the holiday schedule or anything else, please feel free to contact me at the union office Monday - Friday 8 a.m. to 4:30 p.m. 314-231-7665, cell phone 314-341-2797.

**We are still all in this together. Fighting today for a better tomorrow.**

# Associate Office Report

By *Rebecca Livingston*



Over two years ago I initiated bargaining unit work violation grievances regarding the TACS duties that had been returned to the clerk craft. Grievances were filed with all Area 1 post offices, Area 3 post offices and St. Louis (631) station and branches. The Area 3 associate post office TACS grievances were resolved at Step 3 on July 12, 2017, which resulted in monetary awards being given to the Lead-7s in their respective offices. Just recently I received a phone call from a Lead-7 from an Area 3 post office stating that she has not been allowed to perform TACS duties for a while now and that a 204-B was being sent to TACS training in order to perform the TACS clerk work. I immediately filed Article 1.6.B grievances (supervisors performing bargaining unit work) at all of the Area 3 post offices and to say the least the excuses given by all Area 3 postmasters on why they continued to not allow the Lead-7s to perform TACS duties, even after a settlement had been agreed to at their offices, has been very interesting. **TACS duties are clerk work.** A Step 4 settlement between the Postal Service and the American Postal Workers Union stated that TACS duties would be returned to the craft and while local management did not agree with the settlement, I don't believe anyone asked them for their input. The bottom line is that they do not have the staffing to cover the window if and when the Lead-7 is allowed to perform TACS duties. Instead they think detailing a full-time regular clerk into a 204-B position to per-

form the TACS duties makes more sense. Now that postmaster has not only violated the contract they have created a hostile work environment due to short-staffing issues. The union's job is to protect clerk work for the craft. The Lead-7 clerk position was created to eliminate 204-B use, yet management continues to improperly utilize 204-Bs and continues to allow supervisors to perform clerk duties.

Under direction from labor the USPS Step 2 designees for the Area 1 post offices and the St. Louis (631) stations and branches decided to deny these same TACS grievances and to appeal to Step 3. Please keep in mind that management knew that grievances for the Area 3 post offices had already been appealed to Step 3 and had been remanded back to Step 2 to discuss the monetary remedy not to determine whether or not there was a violation when management performed the TACS duties. Remember these are ongoing violation grievances dating back to March and April 2017. Well, good news, Lead-7s of the St. Louis (631) stations and branches and Area 1 post offices, the end is in sight. I have now received settlements for these TACS grievances, which in part tasks me with discussing the monetary remedy for each post office and the stations and branches with the USPS Step 2 designees. I have been working closely with NBA Robert Kessler and NBA Dan Skemp for over two years now and while negotiations with local management has just begun if I do not receive an acceptable monetary remedy offer during Step 2 discussions, these grievances will once again be appealed to Step 3 and sched-

uled for arbitration. While this may take a few more months and I will not have exact dollar amounts for the settlements, I believe the outcome will be well worth the wait. I will then be tasked with making sure that anyone who was a Form 50 Lead-7 or was detailed on a 1723 to a Lead-7 duty assignment to cover an extended absence or vacancy will receive a portion of the settlement for his or her time spent as a Lead-7 in his or her respective office. If a Lead-7 retired between February 2017 and now, they will also receive a monetary award for their time spent in that position. Please keep in mind that when these grievances were filed in 2017 the main focus was for the Lead-7 to receive the appropriate TACS training and to have the work returned to the craft. It was never about the monetary award, but when management continued to refuse to return the work to the craft it became the principle of the fact that management blatantly refused to acknowledge a Step 4 settlement. Management continued to refuse to comply and even in the Area 3 post offices, where they agreed to follow the settlement, for the most part they didn't. Attached to this article is a list of TACS duties that should be being performed by Lead-7s. The TACS duties include recording time and adjustments for all employees in the installation. This would include all clerks, city carriers, rural carriers and custodial employees, not just clerks. Management has a copy of the settlement and I also provided them with a list of the duties that should be being performed by the Lead-7s. While they

don't agree and they would prefer that you remain at the window because they are always citing emergencies due to being short-staffed please remember reverting positions is management's decision and is not accepted under Article 3 as an emergency.

I decided to write this article because I have recently received calls regarding these TACS grievances. I understand there has been some information shared at Lead-7 training classes that may not be correct. If you are or have ever been a Form 50 Lead-7 or have been detailed on a 1723 to a Lead-7 position in a St. Louis (631) station and branch or an Area 1 post

office between March 1, 2017 and the present please give me a call or send me a statement. Over the next few months I will be compiling a list of all Lead-7s who will be included in the monetary settlement and I will need to know the names of the offices where you worked and the exact dates you held the Lead-7 duty assignment in each office. I do not care if you were a Lead-7 working at the retail unit only or if you were the Lead-7 at the main station or branch. Please let me know. This is important information because I want to make sure that everyone receives his or her fair share, based on time spent in the Lead-7

duty assignment at that post office, of the monetary awards when the grievances are finally adjudicated.

While I am excited about the possibility of receiving a final settlement on these TACS grievances I believe the violations will continue. Management continues to revert clerk positions, which means they will still not have the clerks to cover the Lead-7s when they need to perform TACS duties. I can assure you that if the TACS work continues to be performed by management, TACS bargaining unit work grievances will also continue to be filed, resulting in more monetary awards. The struggle continues.

**TACS DUTIES ASSIGNED TO LEAD CLERKS INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING:**

- RUN TACS REPORTS
- ENTER MISSING TIME INTO TACS
- CORRECT CLOCK RING ERRORS
- ENTER 'NO LUNCH' RINGS INTO TACS
- ENTER GUARANTEED TIME
- ENTER EMPLOYEE MOVES INTO TACS
- ENTER DISALLOWED TIME AS PER PS FORM 1017-A and PS FORM 1260 OR PS FORM 1261
- ENTER OVERTIME TRANSACTIONS (SCHEDULED OR UNSCHEDULED)
- DUTIES ASSOCIATED WITH ENTERING PS FORM 3189. CHANGE OF SCHEDULES
- ENTER HIGHER LEVEL
- ENTER RURAL TIMECARD DATA, WHERE APPLICABLE
- ENTER CLOCK RINGS AS PER PS FORM 1260 AND PS FORM 1261
- ASSIST THE SUPERVISOR IN PREPARATION AND/OR SUBMISSION OF A PROPERLY APPROVED FORM 2240 PAYROLL ADJUSTMENT AND
- MAINTAIN FILES OF FORMS THAT SUPPORT TIME AND ATTENDANCE ENTRIES.

**Recreation for a Good Cause**

*By LeBron Taylor*



**D**id you know there is a postal basketball league? Until the late 2000s, postal unions sponsored inter-service sporting competitions. On every Sunday before Memorial Day since 2008, the Letter Carrier Union sponsors a basketball tourney for muscular dystrophy. The first year was a success and started a trend. Weathers station became the first back to back champion of the one-day event. In 2011, players from other teams decided to band together and try to get a mail processing team in the tourney. The P&DC won the championship that year. Not only did they win in 2011, they won in 2012, 2013, and 2014. The first four peat. Time, family and other responsibilities slowed the team over the next few years, paving the way for Jennings with its new and improved team. They won 2015, 2016 and 2017. During this time period, the STL PDC was searching for the right mixture of youth and experience but could do no better than third place. In 2018, PDC found the right mix and became champs once again. This year was the battle of the champs and Jennings station prevailed. A rivalry has begun.

Thanks to the Letter Carrier Union for giving the employees, family and friends a time to compete, see former co-workers and to give to a great cause. Thanks to all of the team members who have competed over the years. Let's keep it going.

## CONTRACT NEGOTIATIONS UPDATE

# Management and Union Exchange Final Economic Proposals

On March 7, 2019, the APWU and United States Postal Service negotiators exchanged their final economic proposals as both sides have entered mediation and continue their preparation for interest arbitration. The APWU is ready for this fight.

The APWU put forward proposals that reward postal workers for our hard work. The union's proposals include:

- Solid annual pay raises,
- Two COLA increases every year,
- Adding top Steps to the lower career pay scale,
- Reduction of the non-career workforce and increasing the career workforce,
- Automatic PSE conversion to career after a set time of service,
- Increased company contributions to health insurance premiums,
- Raising the pay of PSEs.

The union had previously presented many proposals, and continues to fight for these demands: work hour guarantees for PTFs; guaranteed weekly day off for PTFs and PSEs; elimination of all subcontracting, including continuation of moratorium on subcontracting of any existing MVS/PVS work; moratorium on plant closings; addressing the hostile work environment, including sexual harassment; elimination of management performing bargaining unit work in Level 18 offices; and no mandatory overtime.

USPS economic proposals are nothing short of draconian and regressive. The APWU never has and never will agree to these regressive proposals. Their proposals include:

- No increase in pay rates – a freeze for current employees:
  - One lump-sum payment in lieu of the usual annual pay raise;
  - Lump-sum payments in lieu of COLAs.
- Decreasing the career workforce:
  - Increasing the percentage of non-career employees to 25% in the clerk craft;
  - Reintroduction of 10% PSEs into the maintenance workforce, undoing the all-career maintenance craft;
  - Reintroduction of 10% PSEs into the MVS craft;
- Pay and benefits substantially cut for all future conversions to career and future hires:
  - A converted PSE would take a pay cut of almost \$1.00 per hour;
  - Current career employees with less than six years seniority must work 15 years to gain “no lay-off” protection;
  - Elimination of no lay-off provision for all future workers.

**FIGHTING TODAY**  
for a **BETTER**  
**TOMORROW**

USPS management had also previously made numerous regressive proposals including: Universal PSE Clerk with no restrictions on working the window, PSEs allowed to work in Level 18 offices and then replace career jobs; replace career PTFs with non-career PSEs; eliminate the 50-mile limit on excessing employees; subcontract custodial work under conditions of unforeseen long-term absences; eliminate penalty pay; eliminate all existing Local Memos; eliminate any on-the-clock steward union time to represent employees.

**“THE USPS PROPOSALS REEK OF CONTEMPT FOR THE WORKFORCE. APWU MEMBERS WILL FIGHT FOR WHAT WE DESERVE IN THE INTEREST ARBITRATION PROCESS”**

**- PRESIDENT MARK DIMONDSTEIN**

“This is blatant disrespect for postal workers,” Chief Spokesperson for the APWU, Industrial Relations Director Vance Zimmerman, told the Postal Service negotiators. “They provide a valuable service to their country. This is not even close to respecting the value of the service we give. I could go on and on but I will just say I find this insulting.”

“There are clearly two sides in this fight and the battle lines have been drawn in our efforts to obtain a contract that honors and respects postal workers,” President Mark Dimondstein said. “The USPS proposals reek of contempt for the workforce. APWU members will fight for what we deserve in the interest arbitration process as we continue *Fighting Today for a Better Tomorrow.*” ■

**APWU**  
American Postal Workers Union, AFL-CIO

# General Membership Highlight Meeting Minutes

June 1, 2019

The general membership meeting of the St. Louis Gateway District Area Local was called to order at 9:45 a.m. (**All members were present**) (**Except**).

All in attendance recited the Pledge of Allegiance to the Flag.

A moment of silence was observed for the loss of co-workers and their family members, and the recently departed members, and family members.

President Hollenbeck introduced guest speaker Pam Monetti, representative of American Life Insurance. Pam mentioned, to return the card the company has paid out over \$30,000 to the American Postal Workers Union.

Robin Robertson conducted roll call of officers and the following officers were **not** present: Clerk Craft Director Wendy Scales, Industrial Relations Director Paul Reid, and Support Services Director Orlando Anderson.

Secretary-Treasurer Robin Robertson read the executive board minutes from May 29, 2019. A motion was seconded, voted on, and passed.

## MOTIONS

A motion was made to purchased up to \$1,600 in prizes for the postal pulse raffle. The motion was seconded, voted on, and passed.

## NOMINATIONS OF OFFICERS OF THE ST. LOUIS GATEWAY

President Hollenbeck opened the floor for nominations for the St. Louis Gateway District Area Local general officers, directors, and assistant directors.

### ST. LOUIS GATEWAY DISTRICT AREA LOCAL

<i>Nominator</i>	<i>Nominee</i>
<b>PRESIDENT</b>	
Charles Pitschner	Matt Heiman (self-nom. letter)
Dave Rubino	Orlando Anderson
Bill Brady	Kymerlie Calmese (accepted)
Shelia Patton-Harris	Rebecca Livingston (accepted)
Dean Hathaway	Paul Reid (self-declined)*
<i>*Secretary-Treasurer Robin Robertson mentioned, "Paul Reid submitted a decline letter on all nominations other than the industrial relation director position.</i>	
Dave Rubino	Roy Young
Tom Nanna	Dave Rubino (declined)
Dave Rubino	Harry Johnson
Dean Hathaway	Tyrone Foley

<i>Nominator</i>	<i>Nominee</i>
<b>EXECUTIVE VICE-PRESIDENT</b>	
Kymerlie Calmese	April Johnson (accepted)
Becky Livingston	Gene Hollenbeck (accepted)
Janis Dumas	Robin McCurry
<b>SECRETARY-TREASURER</b>	
Robin Robertson	Robin Robertson (self-nom.)
Becky Livingston	Robbin Nichols
James Steinmeyer	Tom Nanna (declined)
<b>DIRECTOR OF INDUSTRIAL RELATIONS</b>	
Paul Reid	Paul Reid (self-nom.)
Dean Hathaway	Dave Childers
Charles Pitschner	Sharon Grace
<b>EDITOR IN CHIEF</b>	
Shelia Patton-Harris	Shelia Patton-Harris (unopposed)**
<b>SERGEANT-AT-ARMS</b>	
Faye Lawson	Faye Lawson (self-nom.)
Kymerlie Calmese	Claudella Suggs (accepted)
Gizelle Portho	Robin McCurry
Tom Nanna	Dave Rubin (accepted)
<b>DIRECTION OF RESEARCH AND EDUCATION</b>	
Kymerlie Calmese	Dean Hathaway (accepted)
Becky Livingston	Fred Wolfmeyer (accepted)
Charles Pitschner	Tyler Hazelip (decline)
<b>ASSOCIATE OFFICE DIRECTOR</b>	
Melani Brown (Ballwin)	Melani Brown (self-nom.)
Cindy Grommet (Hillsboro)	Cindy Grommet (self-nom.)
<b>CLERK CRAFT DIRECTOR</b>	
Becky Livingston	Wendy Scales-Smith
Kymerlie Calmese	Bill Brady (accepted)
<b>CLERK CRAFT ASSISTANT DIRECTOR A</b>	
Becky Livingston	Brian Roberts
Kymerlie Calmese	Darin Pruitt
<b>CLERK CRAFT ASSISTANT DIRECTOR B</b>	
VACANT	
<b>MAINTENANCE CRAFT DIRECTOR</b>	
Dave Rubino	Tom Nanna (unopposed)**
<b>MAINTENANCE ASSISTANT CRAFT DIRECTOR A</b>	
Tom Nanna	Jeff Edwards (unopposed)**
<b>MAINTENANCE ASSISTANT CRAFT DIRECTOR B</b>	
Tom Nanna	Tina Rubino (unopposed)**
<i>**President Hollenbeck announced Jeff, Tina, and Tom all declared unopposed and elected.</i>	
<i>President Hollenbeck was reminded by Shelia Patton-Harris she wasn't recognized. President Hollenbeck announced Shelia Patton-Harris is our elected editor in chief.</i>	

**Nominator****Nominee****MOTOR VEHICLE CRAFT DIRECTOR**

Jeff Cooper	Jeff Cooper (self-nom.)
Christopher "Hollywood" Thomas	Christopher Thomas (self-nom.)
Becky Livingston	Bobby Riehl
Fred Wolfmeyer***	Bobby Riehl (accepted)

**\*\*\*Tom Nanna mentioned Point of Order ... Can a clerk nominate an MVS? Fred Wolfmeyer announced Point of Order ... Clerk cannot nominate the motor vehicle craft. He will nominate Bobby Riehl as MVS craft director.**

**MOTOR VEHICLE ASSISTANT CRAFT DIRECTOR A**

Bobby Riehl	Tyler Hazelip (accepted)
Christopher "Hollywood" Thomas	Leonard Nunn (accepted)

**MOTOR VEHICLE ASSISTANT CRAFT DIRECTOR B**

Bobby Riehl	Leonard Nunn (declined)
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VACANT

**SUPPORT SERVICES DIRECTOR**

Janis Dumas	Orlando Anderson
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**SUPPORT SERVICES ASSISTANT CRAFT DIRECTOR**

Robin Robertson	Janis Dumas (unopposed)****
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**\*\*\*\*President Hollenbeck announced Janis Dumas is elected as support services assistant craft director.**

President Hollenbeck mentioned he tried to contact several members to serve on the election committee and was not successful. Robin Robertson asked, "Shouldn't the directors be selecting their people from each craft?" President Hollenbeck asked for clarification from either Fred Wolfmeyer or Melvin Sanders.

Melvin Sanders responded, "The directors should be selecting the election committee members and according to the Constitution the committee chair should be selected at this general membership meeting." A discussion took place and a motion was made to select Cordell Doss as the election committee chairperson. **The motion was seconded, discussed, voted on, and passed.**

### **President's Report: Administrative matters:**

President Hollenbeck explain the parking project to the members and mentioned the parking project will go on at least two-three years. During the winter months they will be working on the ceiling within the building. While the roof parking project is "in process" the union employees will have parking back off Clark St. within the federal parking area. Once the parking is completed the employees will go back to roof-top parking first come first serve. Jeff Edwards asked, "Could the postal office provide an incentive and/or discount with Bi-State? Also, would the post office provide

a shuttle back and forth from the back lot?" President Hollenbeck mentioned, "That's a good question. Becky and I will discuss that information with Pam Dunaway."

### **Grievance Matters:**

President Hollenbeck announce PSEs will get converted the first part of June. Management is giving the union a few at a time. The union is constantly in discussion on how the union can get more bodies. Management is blaming attendance the reason why employees working one to a machine. Management does not want to hire PSEs.

### **Vice President's Report:**

Becky Livingston mentioned, "As read." President Hollenbeck mentioned, "When I took over as president, I did not fill the vacancy of the executive vice president. She's been acting as the vice-president and helping out with meetings and stuff so as her report indicated what we read to you guys.

### **Secretary-Treasurer's Report:**

Secretary-Treasurer Robin Robertson made a motion to accept the report as printed with exception of questions. The motion was seconded, voted on and passed.

### **Director of Industrial Relations Report**

No report.

### **Editor in Chief Report**

Editor in Chief Shelia Patton-Harris says, thank you for allowing her remain the editor in chief. She discussed the grievances on one to a machine. She has been successful in winning compensation for all the grievant(s) that have filed working one to a machine.

### **Research and Education Director Report**

No report.

### **Sergeant at Arms Report**

Vacant.

### **Clerk Craft**

No report.

### **Motor Vehicle Craft Director Report**

Cooper mentioned, "The discipline in MVS is a hard task nowadays, with five removals with two being withdrawal. One driver came back to work off a removal. Management is not giving letters of warning. Instead they are going straight to seven-day suspension or a notice of removal. The last posting MVS had six runs available and three PTFs got converted. One of the guys was Charles Pitschner. Congratulations. The next postings will have six more runs."

Charles Pitschner mentioned the interaction with management is getting more hostile. Cooper mentioned

we need to be smart on how we respond during a hostile interaction with a supervisor. Get a steward and ask for a meeting with the supervisor, steward, and management. Advise management we are here to do a job and we should be treated with dignity and respect. A lot of settlements on the same issue over the years.

**Maintenance Craft Director Report**

Tom Nanna – Maintenance Craft Director. Thank you for the Maintenance Division showing up today. He doesn't believe he's seen this many maintenance employees attend a general membership meeting. He appreciates the support within the maintenance craft. Please be careful and enjoy the games.

Fire alarm deficiency and OSHA came out and conducted a walk through. Tom Nanna was on vacation and he mentioned, Dave Rubino did an excellent job escorting them around. Maintenance filed an OSHA complaint because on the second and third floor of the new building up in IT/accounting they may have smoke detectors in some areas but most of them are attached to the duct work and the duct work is part of the Johnston Control system and not part of the fire alarm system. If the smoke detector or duct work picks up a fire somewhere there's no way to contact the compressor room. No one is monitoring the Johnston Controls. No one would know that a fire took place in the building over the weekend on the second floor. On the third floor building the sprinkler heads will go off and wet all the computers.

**AO Director**

As read.

**Support Services Craft Director Report**

No report.

Dave Rubino handed President Hollenbeck a stack of postal pulse from the maintenance craft. President Hollenbeck reminded everyone we just made a motion to purchase prizes for the postal pulse. The members need to bring in both the surveys. The postal pulse survey raffle ends on June 21.

**Good and Welfare**

Mia Smith announced POWER was conducting a **pre-summer** fundraiser and the drawing will take place after the general membership meeting. Gift cards \$100 Visa, gas \$50, and gas \$25.

Fred Wolfmeyer made a joke about Teddy Days purchasing \$100 worth of raffle tickets. Fred Wolfmeyer asked President Hollenbeck since this was the last meeting for the summer is he going to ask for volunteers for Family Day. Fred Wolfmeyer expressed his feelings about volunteers from the previous years.

**Door Prizes and Members Appreciation**

The \$50 door prize was won by James Strickland (Support Services).

The COPA 50/50 drawing of \$38 each, won by Janis Dumas (Support Services).

POWER raffled gas card for fundraiser: Delores Fulton (\$100), Carmen Murry (\$50), and Claudella Suggs (\$25).

**Adjourn**

There was a motion to adjourn after the drawing for the door prize. The motion was seconded, voted on, and passed.

The meeting adjourned.

Submitted by:  
Robin "Robbie" Roberson  
Secretary-Treasurer



- |                        |                         |
|------------------------|-------------------------|
| Lee D. Holland         | Jessica McCurdy         |
| Terasia Kerney         | Ashley Ray              |
| Demetris D. Hill       | Joshua Patton           |
| Cierra N. Smith        | Nichole Hill            |
| Ronald L. Garrison     | Rebekah E. R. Love      |
| LeAnna L. Dunn         | Odie D. Lackey          |
| Margie A. Mitchell     | Rebecca Hitchcock       |
| Thomas G. Kramper      | Amanda S. Harris        |
| Mark Dillingham        | Ranisha S. Schaffer     |
| Jacqueline M. Ennis    | Michael P. Mcleod       |
| Tiara J. Runions       | Dejanill L. Shearer     |
| Staci J. Washington    | Cheyenne A. Fields      |
| M'Kayla D. Ross        | Miranda S. Drake        |
| Mei-Ling Lee           | Veronica N. Williams    |
| Caprice Wilson         | Candice S. Parchmon     |
| Charles Ceasar         | Tatiana M. Wartenbe     |
| Princes Bland          | Crystal Davis           |
| Sherone Peterson-Moore | Larron M. Jones         |
| Brittany Smith         | Chasity S. Ward         |
| Naomi Henderson        | Teresa S. Jones         |
| Aaron Watson, III      | Taylor J. Moore-Johnson |
| Deja Jones             | Schiciarra O. Harris    |
| Stephanie Johnson      | Ashley D. Ray           |
| Austin Anderson        | Michael Hooten          |
| Sabrina Hopson         |                         |


**Editor's**
*By Shelia Patton-Harris*
*Corner*


## Election Time at the Local

**E**very three years the local elects officers. It is time again to choose those members who will run the local. You, the members, must make a decision that will have lasting effects.

You will probably get campaign literature from the different teams that are running. Some candidates might be running alone. Whatever the cases, make your selections wisely. Remember, this is not a popularity contest. You want to elect officers who will represent you fairly and effectively.

The process is simple. Every member will be mailed a ballot. The names of the candidates and the offices for which they are running will be listed. After you make your selection, there will be a return envelope for mailing your ballot. Drop it in the mail and your vote has been cast.

This is your opportunity to make your voices heard. We need all members to participate. This is your local and your support is needed. Don't ignore this chance to shape by whom and how you are represented.

On a personal note, I would like to thank you for the chance to continue to serve the membership as editor.

## 2019 St. Louis Gateway DAL Election

The following members are seeking election to the following offices:

### President

Kymberlie "Kym" Calmese  
Matt Heiman  
Becky Livingston  
Roy Young

### Executive Vice-President

Millard E. "Gene" Hollenbeck  
April Johnson

### Secretary-Treasurer

Robbin L. Nichols  
Robin "Robbie" Robertson

### Director of Industrial Relations

Dave "the Safety Guy" Childers  
Paul Reid

### Editor in Chief

Shelia Patton-Harris, Unopposed

### Sergeant-at-arms

Faye Lawson  
David Rubino  
Claudella "Della" Suggs

### Director of Research and Education

Dean Hathaway  
Fred Wolfmeyer

### Associate Office Director

Melani K. Brown  
Cindy Grommett

### Clerk Craft Director

Wendy Smith Scales  
Bill Brady

### Clerk Craft Director A

Darren Pruitt  
Brian Roberts

### Clerk Craft Director B

No Candidates

### Maintenance Craft Director

Tom Nanna, Unopposed

### Maintenance Craft Director A

Jeff Edwards, Unopposed

### Maintenance Craft Director B

Tina Rubino, Unopposed

### Motor Vehicle Craft Director

Jeffery Cooper  
Robert "Bobby" Riehl Jr.  
Christopher "Hollywood" Thomas

### Motor Vehicle Craft Director A

Tyler Hazelip  
Leonard Nunn

### Motor Vehicle Craft Director B

No candidates

### Support Services Director

No Candidate

### Support Services Assistant Director

Janis Dumas, Unopposed

# MVS Town Talk

By Jeff Cooper-MVS Director



**D**ear brothers and sisters, I had the pleasure of attending to the Missouri State Conference in Cape Girardeau on June 7-8 of this year. Mr. Michael Foster the national craft director informed the members that the 2016 Doss Award Rule that the Postal Service violated Article 32.2 (Due Consideration). That monumental award was supposed to lead up to the Postal Service granting the union 110 routes six months after the settlement. As of yet the Postal Service is not to 100% with fulfilling the settlement. Also, the Postal Service is in the process of a pilot program for autonomous trucking - self-driving trucks driving from Dallas to Phoenix hauling live mail. HCR routes can be reduced if the pilot program is a success. The ratio of drivers who are full/part time is 60/40. The Postal Service is aiming for 40/60. Historically the ratio was 80/20. The Postal Service would like to reinstate the hiring of PSEs.

Mr. Marcotte, the national health director, reported that it is Open Season for dental coverage for the month of June-July. A member can sign up now or in the Open Season that starts in November. The website has forms were you can sign up. Your maintenance prescriptions now can be filled at your local pharmacies for instance Walgreens and CVS. There are many benefits that the plan has to offer. Visit the website APWU HP to stay informed.

That's all for now. Stay safe and be courteous.

## If You Haven't Yet, Call Your Member of Congress About Repealing the Prefunding Mandate

**O**n Monday, April 29, members of Congress introduced H.R. 2382, the USPS Fairness Act. This legislation would repeal, in full, the onerous prefunding of retiree health care benefits mandate Congress put in place in 2006. The mandate requires the Postal Service to prefund its retiree health care benefits 75 years in advance, paying for retirement health care for individuals who haven't been born yet, let alone enter the workforce. The mandate is accountable for 92 percent of the Postal Service's net losses since 2007 and is a constant threat to the financial sustainability of the Postal Service.

Representatives Peter DeFazio, D-Ore.-04; Tom Reed, R-N.Y.-23; Xochitl Torres Small, D-N.M.-02; and Brian Fitzpatrick, R-Pa.-01 sponsored the bill.

APWU fully supports this legislation. The Postal Accountability and Enhancement Act (PAEA), which created the congressionally manufactured prefunding burden, has not only drained the Postal Service's funds, but also limits its ability to make vital innovations and expand services.

"This legislation is a necessary step to solving the disastrous prefunding mandate that is dragging down the Postal Service," said APWU President Mark Dimondstein.

H.R. 2382 would return the Postal Service to the procedures in place prior to the PAEA, utilizing a pay-as-you-go method for retiree benefits, the standard practice across federal agencies and private businesses. "Ending the prefunding mandate is essential to postal jobs and benefits," said Legislative & Political Director Judy Beard. "We are asking our members to contact their representatives to cosponsor this important bill."

Call 844-402-1001 to contact your member of Congress and ask them to cosponsor H.R. 2382, the USPS Fairness Act. Be sure to also promote H.R. 2382 on social media using #repealprefunding #HR2382 #peoplebeforeprofit and/or #unfairburden.

Reach out to your family, friends, and neighbors and ask them to call their representatives as well. This legislation affects every American household.

M-01242

POSTAL BULLETIN

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## JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORKPLACE

We all grieve for the Royal Oak victims, and we sympathize with their families, as we have grieved and sympathized all too often before in similar horrifying circumstances. But grief and sympathy are not enough. Neither are ritualistic expressions of grave concern or the initiation of investigations, studies, or research projects.

The United States Postal Service as an institution and all of us who serve that institution must firmly and unequivocally commit to do everything within our power to prevent further incidents of work-related violence.

This is a time for a candid appraisal of our flaws and not a time for scapegoating, fingerpointing, or procrastination. It is a time for reaffirming the basic right of all employees to a safe and humane working environment. *It is also the time to take action to show that we mean what we say.*

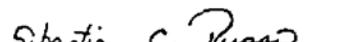
We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone.

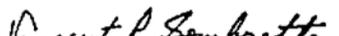
We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. *"Making the numbers" is not an excuse for the abuse of anyone.* Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

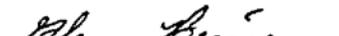
We obviously cannot ensure that however seriously intentioned our words may be, they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated.

Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives.

  
Edna Mitchell, RN  
D.C. Nurses Association

  
Sebastia C. Russo  
Federation of Postal Police  
Officers

  
Vincent L. Lombrotto  
National Association of Letter  
Carriers

  
Glenn Bernier  
National Postal Mail Handlers  
Union

  
Michael A. Conville  
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National Association of Postal  
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of the United States

  
Raymond Olson  
National League of Postmasters of  
the United States

  
William C. Brown Jr.  
National Rural Letter Carriers'  
Association

Dated: February 14, 1992

PLEASE POST ON BULLETIN BOARDS IN ALL INSTALLATIONS

# When Leaders Don't Follow the Rules!

By *Brian Wagner*

*President of the National Association of Postal Supervisors*

**A**ctions speak louder than words. The best leaders are the best followers. These are just a couple quotes about leadership I found on the internet. True leadership is earned. Once earned, to maintain a leadership role, a leader must follow the rules. Here's the scoop: Postal employees, including EAS and postal executives, have many postal laws, handbooks, and manuals, memorandums of understanding, union national agreements and management instructions filled with policies or rules to be followed in the performance of one's job. It's these policies and rules that keep order in the Postal Service to ensure we operate efficiently, effectively, safely, and with integrity.

Inherently, when we don't follow established laws, postal policies and rules, there can be serious consequences, such as additional labor or operating costs, grievance settlement, OSHA fines, accidents and injuries, EEO claims, lost work days and a decline in service to postal customers, to name just a few. Some may rationalize that when the immediate result may be positive or no one will be harmed, it doesn't make sense to follow the law, policy or rule. However, rushing to achieve a short-term result by sidestepping the rules may just create long-term consequence for the future.

Some leaders tend to follow the spirit of the law or in some cases, policy or rule. In short, this spirit means an interpretation of the law, rule or policy that provided justification for a person's action, even if this interpretation does not fall within the law, policy or rule. Another school of thought is there are exceptions to the rule.

Exceptions do occur, such as modifying a work schedule to accommodate a medical, allowing someone to register for a training class or event after the deadline has passed, etc. However, common sense must prevail when exceptions are made. Laws, rule, policies and agreements are established for a purpose and are meant to be followed by leaders and those they lead.

Imagine the consequences if regular exceptions were made by postal leaders not to follow rules or policies related to safety, proper recording of employee work hours, using the OT admin. program, reporting mail volume, the **Joint Statement on Violence and Behavior in the**

**Workplace**, a sexual harassment and discrimination in the workplace.

In my judgment, when a person in a leadership role does not follow established policies and rules, it sends a mixed message — usually a bad one — to those who are led. “Do as I say, not as I do” may not be the best mantra for a leader.

This is a partial reprint of an article that appeared in the July 2019 *The Postal Supervisor* magazine. One of the things Mr. Wagner points out is the need for postal management to adhere to the Joint Statement of Violence and Behavior in the Workplace. What is this document?

After the postal shootings in Royal Oaks, postal management and the unions drew up a contract to address what leads to violence in the workplace. The committee found the lack of respect, the need for some supervisors to bully, intimidate, and harass their co-workers was part of the problem. I have included the complete Joint Statement. This was drafted in 1992. Arbitrators have ruled that this is a contract and that it is enforceable.

Too many times, especially at the main plant, employees are treated poorly. Clerks have been called out of their names and in one case called a bitch. This situation cannot be tolerated. Some of the younger supervisors were not around when the Joint Statement was put into place, but that does not excuse their behavior. Their own union recognizes there is a problem and is calling them out to rectify the situation. All employees are to be treated with dignity and respect.

You should not have to suffer at the hands of an out of control supervisor. Bullying will not be tolerated. Document any incidents of name calling, intimidation and hostility. Don't argue with a supervisor or manager who displays this type of behavior but keep a record of what was said, the date and the time. Clerks have reported to me that they have been called retarded, slow, and delusional. In a professional workplace name calling is unacceptable.

A contributing factor to the attendance problem is the way the employees are treated. No one comes to work to be verbally or mentally abused.

Yours in solidarity  
Shelia Patton-Harris

# The Good Old Days

**W**orking conditions stink. Things couldn't be worse. Sound familiar? Comments I hear on the workroom floor every day — that I have heard every day since I hired in, back in 1961. Well, let's examine these statements.

Please bear with me because I rely strictly on memory and some statements might miss the mark by a bit, but not by much.

When I hired in you were known as a sub. PTFs to you newer employees. I subbed for just under five years. I think the rate of pay was around \$1.89 an hour. **No overtime pay!** You might work as many as 76 hours, or as little as 12 to 20 hours (no guarantees). This was all straight time, **no overtime!**

You were required to make yourself available by phone every day, no starting time until you were called. You might work as little as two hours or as many as 12. At a minute or two before the hour, a supervisor would come up and tell you, "Go home," or "One more hour."

Your work schedule consisted of 13 days on and one day off per pay period, with every other Sunday off. In actuality, you would probably work upwards of two or three months without a fun day off. Subs worked afternoons. Every other Saturday you reported at 4 a.m., no matter if you had worked until 12:30 or 1:30 in the morning the previous night.

I hired in with a group of 24, **all men!** No women were hired at that time. The only women working at the post office at that time were a group that had hired about the time of the Korean War (early 50s).

No breaks! The union had no standing under federal law at the time. The union couldn't even represent you unless management allowed it! Get on the wrong side of a supervisor and he simply made it so miserable for you that you either punched him out or quit. Either way, you were done in the post office.



The break rooms were a joke. Filthy and drab, few employees used them. The restrooms were likewise a joke. There were no doors on the toilet stalls! After all, there's no way of telling what illegal acts you might be up to while in there. Inspector's windows glared down on you as you performed your bodily functions.

Christmas time. Not like it is now. You might work without a day off from the middle of November thru mid-January at 12 hours a day. In December, the place was flooded with Christmas help.

How about vacations? Forget it! Subs didn't get on the list and if they did, they usually couldn't take advantage of the opportunity because they usually used up vacation hours to fill out skimpy paychecks thru the year.

If you think you can make side deals with management, and not weaken the contract which is your only protection from management dealing with you as it sees fit, you are sadly mistaken. "Those who do not learn from history are doomed to repeat it."

*Reprinted from Iowa Postal Solidarity*

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

**Rita McCann of Support Services**

Cousin of Claudella Suggs (Clerk)  
Shardae Dupree

**Sarah "Sally" Young**

Mother of Sherrie Nelson (Clerk)

**Marguerite Ann Pierce**

Mother of William "Dennis" Pierce (Maintenance)

**Robert Shaw**

Father of Carla Shaw Support Services)

**Earl L. Glasby**

Grandfather of Janelle Powell (Support Services)

# After Dramatic Workforce Reductions, Postal Service Sees Spike in Overtime Hours

The U.S. Postal Service's spending on overtime pay to process mail spiked in fiscal 201 following significant workforce cuts over the years, according to a new report.

The \$257 million increase on overtime, a 31% jump, occurred despite the ongoing decline in mail volume and an emphasis by the mailing agency to cut personnel costs, the USPS inspector general said. The Postal Service slashed 10,000 jobs last year, 5,000 of which came from mail processing, while mail volume dropped by 5 billion pieces over the year.

Postal management had planned for a 1.3 million hour reduction in overtime, but exceeded its own estimate by 44%. Employees receive one-and-a half times their hourly rate for overtime, except in certain circumstances — known as “penalty overtime” — when they receive double their normal earnings. Penalty overtime hours exceeded the Postal Service’s plan by 126%.

Shedding 5,000 mail processing jobs required USPS to rebid many of those positions and schedules. The complexity of the rebidding process, coupled with the smaller workforce, led to the need for additional overtime despite the reduction in mail volume.

Dave Partenheimer, a USPS spokesman, said earlier this

year the workforce cuts last year were necessary to fit with the agency’s new reality.

“Simply put, our workforce decreased to align with changes in the mail volume.” He declines to predict whether there would be further cut this year.

The auditors found 13% of all overtime in fiscal 2018 was unauthorized, meaning an employee worked more than eight hours in a day or 40 hours in a week without receiving prior approval from a supervisor. Unauthorized overtime accounted for just 7% of total overtime in 2017. The IG suggested some employees were manipulating the system by taking sick leave and then working a schedule day off in the same week. The office called on postal management to institute better controls over unauthorized overtime and employee availability. USPS said local leaders already have the authority and responsibility to monitor those issues, but set a goal of September 2019 to rectify the issue.

Postal management also agreed to fix its scheduling system and a more representative week to set scheduling at each processing facility. It rejected, however, a recommendation that it build performance incentives based on effectively managing overtime into the compensation for supervisors. Such factors are already built into manager’s overall assessments, USPS said.

*Reprinted from the Daily Postal*

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# ARBITRATION

## FREQUENTLY ASKED QUESTIONS

**W**ith negotiations for a new collective bargaining agreement between the USPS and the APWU now at an impasse, we are heading into interest arbitration. Below are answers to a few frequently asked questions the union has received regarding the next steps in achieving a new union contract.



### Are we still working under a contract?

Yes. The terms of the 2015 to 2018 collective bargaining agreement (CBA or contract) continue until a successor contract is in place. This includes the no lay-off protections for those career employees with six years of employment.

The MOU "Re: Retail" with a moratorium of any expansion of CPUs, VPOs and Approved Shipper programs (p. 337 of the CBA) and the MOU providing lay-off protection for the life of the contract for career employees who had not yet reached their six years of employment (p. 274 of the CBA) have both ended due to their specified expiration date.

### What is the difference between Interest Arbitration and Rights (Grievance) Arbitration?

Grievance/Rights Arbitration involves existing rights of employees under the current contract. The terms of the contract already exist.

The rights arbitrator decides the proper application of the contract to the circumstances in question, with no authority to change any of the terms of the collective bargaining agreement.

By contrast the **interest arbitrator**, or panel of arbitrators, have the authority to write the terms of the collective bargaining agreement. An Employer and Union turn to an arbitrator, or panel of arbitrators, to resolve the differences between what each party wants included in the contract – if they do not voluntarily reach an agreement. In doing so, the interest arbitrator considers the interest each party has in establishing or changing terms in the collective bargaining agreement.

For example, suppose an employee worked twelve hours in a service day. The rights arbitrator could decide whether and how much penalty pay the employee was due under the terms of Article 8 of the CBA; but can't change the terms of Article 8. By contrast an interest arbitrator could write new provisions for Article 8, which might change what employees get paid for hours exceeding eight or ten in a day.

### How long will this process take?

Other than the 1984 contract, the past interest arbitration decisions took about a year or more from the expiration of the contract.

### What does the process involve?

#### Mediation

At this point the APWU initiated mediation on April 3, 2019. In mediation a neutral expert will help the parties look for common ground towards reaching agreement. Even when mediation fails to get a total resolution, this step may help narrow and focus disputes. Such narrowing of some disputes could make interest arbitration more successful for the members.

#### Appointing an Interest Arbitration Panel

The APWU will select an advocate arbitrator, someone biased toward the union. The Postal Service will select an advocate arbitrator biased toward the Postal Service. The APWU and USPS will jointly select a neutral chair of this arbitration panel. This process will likely involve several exchanges of lists and alternate striking of names. The Federal Mediation and Conciliation Service (FMCS) may assist in providing names. When the neutral chair is picked, the chair will get an appointment letter from the director of FMCS.

#### Hearings

We will schedule hearing dates working around the schedules of the



(top) Carson City Local (NV)  
(right) Miami Area Local





Puerto Rico Area Local

appeared to the APWU and to the USPS to simply delay the obvious need to move into the interest arbitration process. However, there is no prohibition against continuing discussions.

In fact, the APWU has had several discussions with management since December 21.

The interest arbitration process provides ample opportunity for continuing discussions as we narrow and focus the issues to be presented to the arbitrators.

**Does this mean there will not be a tentative agreement the members can vote on?**

Any interest arbitration decision is final and binding. Members don't get to vote on it. It is one of the reasons that APWU works hard to reach voluntary agreements – so members get a say.

During this interest arbitration process, APWU and USPS continue to talk and are free to reach a voluntary agreement. If a voluntary agreement is reached, we will suspend

the interest arbitration process; present the tentative agreement to the Rank and File Bargaining Advisory Committee; and then, if the committee votes to bring it to the members, to a ratification vote by members.

**What can APWU members and Contract Action Teams do?**

It is critical to continue building support for a fair contract. Opportunities for talks between APWU and the Postal Service continue.

The united actions of the members convey and demonstrate worker concerns, whether around safety, harassment, short staffing, excessive hours, etc., during the interest arbitration hearings.

Keep up Union Gear days, talking with other members and non-members about the importance of our collective bargaining rights and the protections we receive under the contract, and participate in Town Hall Calls and other events around the interest arbitration. Together we will continue *Fighting Today for a Better Tomorrow!* ■



neutral chair, the party arbitrators, attorneys and witnesses. Previous interest arbitrations have used eighteen or more hearing dates spread out over several months. Several presentations are made to familiarize the neutral chair with the law and legislative history concerning bargaining and postal employment policies, the history of bargaining and previous interest arbitrations, postal operations, the work encompassed within the APWU bargaining unit. Employees testify about their work. Experts testify about wages, benefits, job comparisons, survey data. Subject matter experts testify about working conditions and work rules. Witnesses are subject to cross examination. APWU can rebut any information presented by the Postal Service, and the Postal Service has the right of rebuttal.

**Executive Session**

After the hearings and any written briefs, the panel of arbitrators go into executive session to determine the terms for the contract. While the neutral is obviously in control and making the final decisions, the party arbitrators can continue to argue about what should be changed and how any change should be worded. In some cases, the lawyers or lead negotiators might participate in these deliberations.

**Continuing Negotiations**

Before moving toward interest arbitration APWU and USPS extended negotiations four times through Dec. 21, 2018. Further extensions



(top) Springfield, Mass. Area Local  
(right) Upper Piedmont Area Local (SC)

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

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## GATEWAY LOCAL CALENDAR

### July 4 (Thursday)

July 10 (Wednesday)

### July

July 15 (Monday)

August 7 (Wednesday)

### August

August 12 (Monday)

### September 2 (Monday)

September 4 (Wednesday)

September 8 (Sunday)

September 9 (Monday)

### Independence Day Holiday

Executive Board Meeting (2p.m.)

### No General Membership Meeting

Stewards' Training (9 a.m. & 6 p.m.)

Executive Board Meeting (2 p.m.)

### No General Membership Meeting

Stewards' Training (9 a.m. & 6 p.m.)

### Labor Day Holiday

Executive Board Meeting (2 p.m.)

General Membership Meeting (3 p.m.)

Stewards' 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.



### 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.