

Press On

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

Volume 97 Issue 3

28

May/June 2019

We are all in this together!

By Gene Hollenbeck, President

First things first, I would like to thank Fred Wolfmeyer for his years of service to this local. Fred provided you, the membership, dedication and service. He helped anyone who needed help. He was there at any time of day and night. But, Fred is not gone completely. He has agreed to discuss grievances at the Step 2 level for the clerk craft in customer services, and do some pre-arb discussions.

By the time you read this article we will have five new FTR clerks. Since the beginning of 2019, we have been able to get 22 PSEs converted to career. We will continue to work to get more PSEs converted.

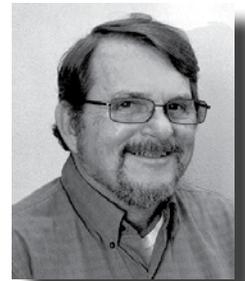
I find myself in a position that I did not run for, but feel that I have been training for since I first became a steward all those years ago. I will do my best to serve the membership of this local. We have come a long way and I don't want to see us take a step backwards. We must continue to fight today for a better tomorrow. We need all of you to help. The stewards and officers cannot do this by themselves. This will take the entire team. If you see management performing our work, say something. Notify your steward so that they can file a grievance. If you are required to work the machine by yourself, say something and file a 1767, Report of Hazard, Unsafe Condition or Practice. Everyone should be working with a partner. Management tells us that if the clerks would come to work then they would have a partner.

They don't take into consideration the fact that if the employees had a partner, they wouldn't be doing the job of two people and they would be able to come to work because they are not worn out from working the machines by themselves. We file grievances on this and management knows that they are in the wrong and settle for an additional 100% of pay for the employees who were required to work one to a machine. They are still saving money because they didn't hire or convert anyone and they don't have to pay any benefits.

Right now I show that there are about 39 residual vacancies and most of them are in automation. If these residuals were to be filled, that would do a lot for the one to a machine problem.

In order to have a better tomorrow, we must do our jobs to the best of our ability. Come to work, be on time, work together and provide the best service that we can. That doesn't mean work yourself to death to get the mail out. A fair day's work for a fair day's pay. It doesn't matter if you work downtown at the plant or at the priority annex, or a station/branch, or associate office. We all have to make the best of our job.

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



ATTENTION!

**Nominations of candidates for local offices will be held at the
June membership meeting on June 1, 2019, at 9:30 a.m.
at the Lift for Life Academy**

Secretary/Treasurer Article

By Robin Robertson



Update Addresses Please

Hello brothers and sisters! Please verify your address at the local and national level. We are currently approaching elections at the local and national level for St. Louis Gateway District Area Local and the American Postal Workers Union (APWU). If you have **not** received correspondence from either organization, please take the time and update your mailing address. The members can update their information by calling the Union Hall and log into the national website <https://apwumembers.apwu.org/APWUMembers/MyAccount/Individual> and update.

Organizing

Organizing starts at ground zero! That means it starts with you! We currently have incentives to members when they assist on registering new members. Below are the following incentives for signing career and PSEs employees:

- Career employees current member and new member receive \$25 each
- Career employees current member signing up PSEs receive \$10 and new member PSEs receive a choice of a hat, bag, apron, or T-shirt (while items last).
- PSEs current member signing up a career non-member will receive \$25 and the new career member receives \$25.
- PSEs current member signing up a PSE receive \$10 and the PSE receives a choice of a hat, bag, or T-shirt (while items last).

New PSEs who sign up are usually contacted via mail requesting to visit the Union Hall to retrieve his/her free item for becoming a new member. Please understand we need the letter returned in order for you to receive your **FREE** gift. Accountability of our APWU products is one of many priorities.

Scholarships

The APWU Scholarship Program was posted in the last issue of the Press On! If you have a senior attending high school or other secondary school now is the time to submit your child's application. The deadline for the APWU Scholarship Program is May 31, 2019. The scholarships can be found on <http://www.apwu.org>.

The APWU Scholarship Program is one of the many reasons why you should convince the non-union member to join the union because of different resources and services APWU provides for their members!

General Membership

Meeting Highlights

There are no general membership meetings highlights due to no quorums in March and April 2019. Your **voice** matters! Please look on the back of the Press On to get the dates for the next upcoming general membership meeting. Our next meeting is June 1, 2019, at 9:30 a.m. Constitution changes and nominations of St. Louis Gateway District Area Local officers will be the first order of business. See you on June 1.





Facebook is not your friend

You should be very careful about posting anything to do with the Postal Service on Facebook or other social media sites. If the wrong person reads the post, you could end up losing your job. Posting threats against anybody, pictures of you smoking pot, anything implying your involvement with illegal activities can all be used against you. It would be difficult to deny because you posted it.

A clerk made a threat against a certain supervisor. The post was seen by the wrong person and the clerk was put off the clock. In an era of school shootings and mass murder on the job, any threat will be taken seriously and dealt with harshly. The best course of action is to refrain from posts involving the Postal Service.

Two recent incidents highlight violence in the Postal Service. A postal worker was shot by the husband of another postal worker. The wife tried to warn the Postal Service of the threat her husband posed, but was too late. Closer to home, a postal worker was set on fire by her husband. She later died. Don't make threats; they will be dealt with harshly. Don't bring weapons on postal property, even if you leave them in your car.

I have a news flash for some of you. This is not high school. This is a well-paying job. It requires that you attend on a regular basis. Not having a babysitter, the game was on, going to a club or concert are not excuses for not coming to work. Being fired from the post office is a stigma that will follow you for the rest your working life. It's difficult to tell a prospective employer you got fired because you won't come to work. There are legitimate reasons for not being at work — you're sick, your child is ill, etc. — but those things

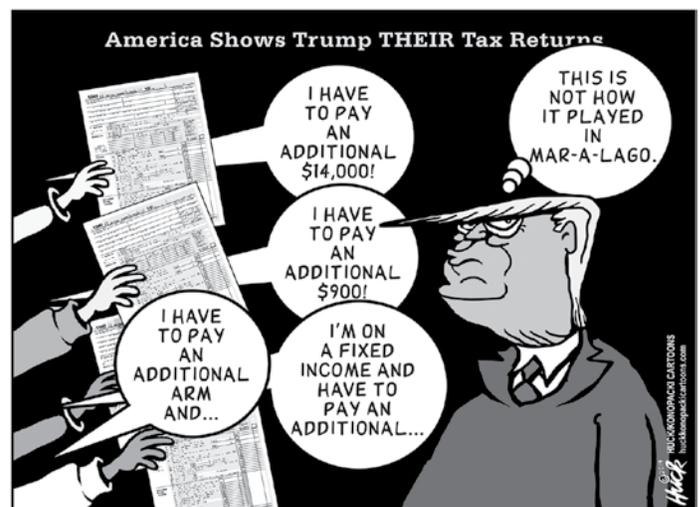
do not occur on a regular basis. Don't get into the habit of taking off.

If you or a close family member has a chronic medical condition, get family medical leave. The key here is covering your own butt. If you have questions or need the forms, ask the shop steward. Don't listen to your co-workers. They don't always have the correct answers. If you have questions or concerns, see a steward.

I know I might sound like I'm beating a dead horse, but I can't repeat this enough. When you receive discipline you have to ask for a steward and file a grievance. If you don't file, the discipline will remain live in your record for two years.

Some of you think you cannot be fired because you are a disabled veteran or you have "connections" in the post office, or a supervisor or MDO has your back. I've seen many disabled veterans lose their jobs. If the supervisor or MDO has to make a choice between having your back and getting into hot water, you will lose every time. Remember, management is the one that issues the discipline.

I don't mean to sound like the voice of doom. I hope that all of you will have a prosperous postal career for as long as **you want to stay** at the post office. Over the 30 years that I have been a steward and a postal worker, I have seen the many pitfalls and traps that can sabotage a postal career. There are so many things that can cause you to lose your job. I just want to warn you and help you to avoid the traps along the way.





APWU FAMILY DAY 2019 AND FRED WOLFMAYER'S RETIREMENT PARTY!

Help us celebrate Fred by bringing retirement cards and your favorite memories (in writing) of how he has helped you over the years.

SUNDAY, JULY 14, 2019
1 - 5 p.m.

Aerospace Workers Hall
212 Utz Lane, Hazelwood, MO 63042



Cut out and return bottom portion to
Gene Hollenbeck, 1705 S. Broadway, St. Louis, MO 63104

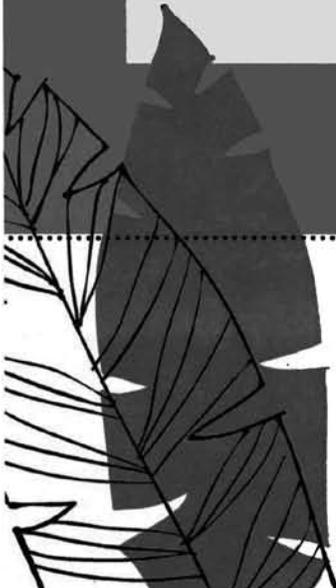


APWU Annual Family Day

Name: _____ Tour: _____

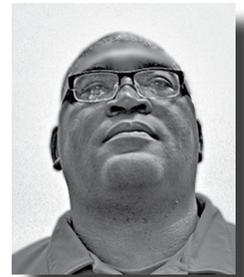
Number of guests: _____ (limit six (6) guests per member)

Pay Location/Section: _____



Town Talk

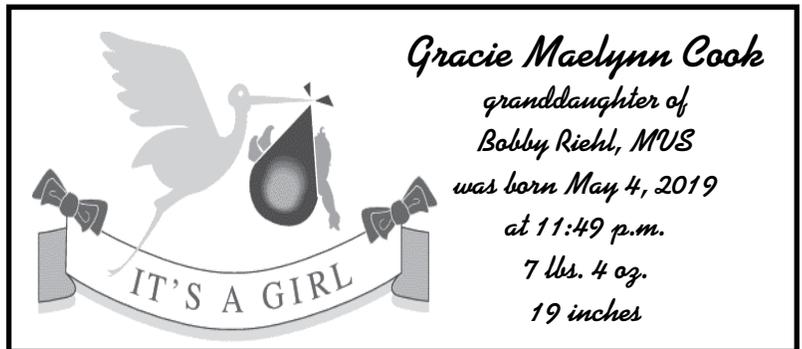
By MVS Director Jeff Cooper



Hello union brothers and sisters. There are going to be a few transitions within the year and I am sure that the part-time flexible employees have concerns about their turn over time. When an opportunity for a conversion to full-time occurs, who is converted? According to the Joint Contract Interpretation Manual, when an opportunity for conversion to a residual full-time vacancy exists, the senior part-time flexible within the same occupational group and grade as the vacancy, will be converted into the assignment. The part-time flexible with the highest standing on the rolls would be the part-time flexible who was hired first into the occupational group in the installation.

When you have issues that require a steward's support, always supply statements so your concerns can be addressed properly. If you have a grievance there is a 14 day time limit so they need to be submitted promptly to the steward.

Stay safe and be courteous



COME TO OUR SIDE OF THE FENCE

We started in 1928 as the credit union for postal workers. Today, we've opened our doors to everyone in our surrounding communities, but our roots remain. We can save you money on:

- Checking accounts with online banking, mobile banking, mobile deposit and more¹
- Auto loans with low rates and no payments for 90 days² (even on refinances!)
- Home equity loans with low rates and no closing costs³
- Mortgage loans with competitive rates
- Savings, CDs, money markets and IRAs
- Club accounts for youth, teens and seniors
- And more!

Start saving money and open your accounts and loans online today!



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NeighborsCU.org

Downtown • Fenton • Florissant • Hazelwood
Jennings • South County • St. Peters



¹Message and data rates may apply from your wireless carrier. ²Interest will continue to accrue during deferral period. ³If loan is paid off and closed within 24 months from opening of loan, member must reimburse the credit union for fees paid.

Membership eligibility required on all offers. Restrictions apply on all offers. See Neighbors Credit Union for complete details on all offers.

Associate Office Director's Report

By *Becky Livingston*

As I prepared to write this article several topics came to mind. I always find myself talking about the same issues of which I am sure some of you are finding quite monotonous. The thing is I repeatedly receive calls about these very issues because, as we all know, life happens. Sometimes things happen that are beyond our control and we find that we have backed ourselves into a corner. We may have attendance related issues and now we are out of sick leave or have not filed FMLA documentation to cover absences. Please **save your sick leave!** I have recently received calls from clerks who are asking for advice because they find themselves with chronic health issues and they have exhausted annual leave and all sick leave hours and we are just now in April. As you know, FMLA gives you the right to use sick leave, annual leave or you can request LWOP. FMLA protected absences cannot be used against you with attendance related discipline, but having to request LWOP, which results in not receiving a paycheck, just compounds the problems.

We all know that management is not approving incidental leave according to your Local Memorandum of Understanding (LMOU) and there are members who after receiving a 3971 stating the request is denied due to the needs of the service decides to take off anyway because they have made plans that can not be changed. Here's the thing. The 3971s are used for a reason. The request for incidental leave can not be submitted more than 30 days prior to the first day you have requested off. If you want to apply the language in the LMOU please give the union more than three days to get the issue resolved. Most associate office LMOUs require management to return the 3971 whether it be denied or approved within five days with some having only a 48-hour window or the leave can not be denied. Sure it can. This is where the union and the filing of a grievance comes into play. But please give the union time to properly address the issue. If you do not hear from the supervisor within the time frame dictated in your LMOU, immediately give the union a call. When you submit the 3971 please make sure you hand the form directly to the supervisor (please do not lay the form on their desk) and get a signed copy showing the date it was submitted and the supervisor who signed it. Just them signing the form does not mean you are approved or disapproved. This just gives the union correct information in case the LMOU is not followed or there are other issues. I have had supervisors "lose" the 3971 and deny they

ever received one from you. A signed copy eliminates this problem. Please do not make plans that cannot be changed until your request for leave has been approved. If you decide to call in for unscheduled sick leave because you were denied a request for annual leave, please be prepared to provide documentation if you want to be paid. Please also make sure you have read a copy of the LMOU that applies to your office. This information is available at stlouisapwu.org. Every installation is different and it would be beneficial for you to understand and know the language in your LMOU. If you have any questions, please feel free to call the union. The St. Louis P&DC, the St. Louis Metro Annex and the city stations and branches are all guided by one LMOU but it is there and management should apply the language fairly to all as it applies to the issue. The more knowledgeable you are on your rights and what is acceptable behavior or in most cases unacceptable behavior by management, the better the union can help you to protect those rights.

Now on to what has become a hot topic issue at the associate offices and at the 631 installation; the improper use of the **204-B's!** The Lead 7 clerk duty assignment was established to provide oversight, direction and support in the absence of a supervisory presence to a group of bargaining unit employees, thus eliminating the need for a 204-B in the clerk craft. With that said a lead clerk could perform all duties of a supervisor, except issue discipline or approve or disapprove leave requests. Also, please note that a 204-B is used to fill vacancies or absences of 14 days or more (up to 90 days with exceptions), not for a non-scheduled day absence of a supervisor or the need for a supervisor to leave early. Any supervisory work that needs to be completed can be assigned to a Lead-7 and drafting a Lead-7 to work a non-scheduled day would be paid at the level 7 overtime rates. As you can see, a Lead-7 clerk can perform the duties of a supervisor and when needed can also provide assistance to the clerks by performing clerk work which would not create a 1.6.B violation (we all know the clerk craft is already severely short-staffed). Management has language to support creating as many Lead-7 positions or temporary Lead-7 details as is needed to cover supervisor absences. If you are interested in upward mobility within the United States Postal Service, the Lead-7 duty assignment can be used on your application. There have been many Lead-7s



that have been promoted to supervisors and didn't have any experience as a 204-B. Utilized properly the Lead-7 has more rights and receives more pay than a 204-B. As a Lead-7 if you work a 10-hour day you are compensated at the appropriate overtime rate because you have rights. You have no idea how many meetings I have attended where the supervisor wants to discuss how they are being treated and their clerks are making more money than them. I explain to them that I represent the clerk craft and the decision to go into management was theirs alone. While I wish everyone success in their career choices it is my job to make sure it is done within the confines of the contract. **If you are on a 1723 (duty assignment order) as a 204-B you are not entitled to clerk overtime. If you are on a 1723 as a 204-B during the vacation selection period (November and December) you are not entitled to select vacations and**

are bypassed. If you are on a 1723 as a 204-B and a bid becomes vacant you have no bidding rights. These are just a few examples as to why it is in your best interest to remain in the clerk craft and perform these duties as a Lead-7 clerk. We have also had clerks remain in their 204-B detail over the allowed time and lost a duty assignment only to become an unassigned regular after the Form 50 supervisor returned from the absence or detail. Please protect your rights. Make sure your duty assignment is protected. Management is not aware of how the language in memos and the contract applies to every situation and you cannot rely on them to protect your best interests. All I can say is that is your job and the union is here to answer questions. Please call to make sure your rights are protected.

Have a wonderful summer and I hope to see you all at the 2019 annual family day!

Maintenance Craft News

By Tina Rubino

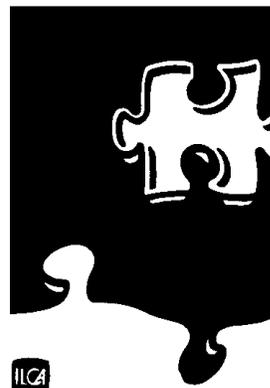
The maintenance craft union employees would like to welcome three new employees to our craft. These employees come to us from the mail handler craft. We hope they have a long and peaceful career with us. These new employees are: Rebecca McGee, Angela Taylor and Tina Curren-Litsikas.

Union nominations are June 1, 2019, for union official positions. We will be electing a new slate of officers. If you want to run for a position and you meet the requirements, or you want to nominate someone, come to the meeting in June.

Have you been to a retirement seminar yet? Have you talked to one of the counselors if you haven't attended a seminar? It's never too early to start planning for retirement. In fact, **now** is the time to do it. Don't wait till you're ready to leave and find out you should have been doing things differently and that you really can't afford to retire. That would be devastating. Make an appointment and talk to a counselor as soon as you can. Talk to several before you pick one to help you on your journey to retirement.

If you haven't noticed, maintenance has been having quite a few members retire since the first of the year. Management isn't replacing these positions by hiring. All three tours are very short-handed. Management's position is that we have too many ETs, MPEs, BEMs and labor/custodians at the P&DC. The stations and branches and VMF West are short labor/custodians. The overtime is widespread between the tours and occupational groups. Management's story is, it's cheaper to pay overtime than to hire new employees.

Your maintenance steward wishes you all a safe and healthy summer.



You Are the Missing Piece of the Puzzle. Attend Your Union Meetings!

Amendments to Constitution and By-Laws

Article VII Committees

Current language:

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.

Proposed language:

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 **fifteen dollars (\$15.00)** per hour. All committee members shall be compensated for time in meetings and activities at the committee time rate of **fifteen dollars (\$15.00)** per hour.

Submitted by:

Robin "Robbie" Robertson
Secretary-Treasurer-Support Services Steward

Article 11 Succession of Officers and Vacancies

Current Language:

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

Proposed Added Language:

SECTION 1.

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

Executive Vice-President
Secretary-Treasurer

SECTION 2

The following order shall be the line of succession of craft directors of the Local in the event of death, resignation, and/or vacancy of the Craft Director.

*Assistant Craft Director A
Assistant Craft Director B*

Submitted by:

Robin "Robbie" Robertson
Secretary-Treasurer-Support Services Steward

Article 14 Officers and Stewards Benefits Section 3

Current Constitution States:

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.

Proposed Constitution Change:

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 **six (6)** steward training meetings **and five (5) general membership 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.

Submitted by:

Robin "Robbie" Robertson
Secretary-Treasurer; Support Services Steward

Wounded Warriors Leave Act of 2015

Reprinted from Iowa Postal Solidarity

The leave that is offered through the Wounded Warriors Leave (WWL) Act of 2015 is provided to eligible employees at the beginning of each leave year.

The eligible employees will receive an allotment of 104 hours of WWL. WWL will continue to be provided to newly hired employees at the beginning of their term of employment as required by the terms of the 2015 Act.

WWL is an authorized absence from work to undergo medical treatment for a service-connected disability rated 30% or more. It is a separate leave category, distinct from sick leave. Approved WWL cannot be adversely used against an eligible employee for attendance and discipline purposes. To request WWL an employee must submit a PS Form 3971 to their appropriate supervisor. There is an exception to the advance approval for unexpected treatment that qualifies for WWL. The supervisor is responsible for approving or disapproving the PS Form 3971.

To verify that WWL requested is appropriately used for treatment of the service-connected disability, the requesting employee must submit to the supervisor a copy of PS 5980, Treatment Verification for WWL, certified by a health care provider that the employee used the leave to receive treatment for the covered disability. The employee must provide the verification no later than 15 calendar days after the employee returns to work. The properly completed PS Form 5980 also provided for frequency and/or duration of

prescribed treatment that would necessitate the employee taking WWL beyond the date of appointment identified in the Employee Information portion of the form.

- Eligible new hires will receive 104 hours of WWL upon hire to be used for the remainder of the current calendar year.
- Each January, all disabled veterans with a 30% or more disability rating will receive 104 hours of WWL to use during the calendar year.
- At the end of each calendar year, any remaining WWL will be forfeited, but assuming the employee still has disability rating of 30% or more, he/she will receive a new 104 hours at the start of the new year.
- Any unused WWL is not rolled over to the next year, nor will it be paid out if the employee leaves.
- WWL can be used concurrent with FMLA, when appropriate.

Arnold, Adam	Murphy, Erica
Avery, Bonni	Perkins, Regina
Balagic, Zinajda	Stevens, Larvell
Bhattacharyya, Sanjib	Stidham, Traviance
Doyle, Winea	Stucky, Chelsey
Flamm, Dennis	Trammel, Eugenia
Fowler, Jessica	Walker, Jaren
Holliman, Tiffany	Watts, Brianna
Hudson, Ryan	Wheeler, Greg
Ivy, Victoria	White, Tyrell
James, Carrie	Wilson, Gay-Ann
Mercier, James	

Our Condolences to the Friends and Families of:

Venita Mosley
Retired Painter USPS P&DC
Sister of retiree member Annetta Bass
Retired Maintenance Mechanic

Gus Moeller
Father of Dale Moeller, VMF

Robert L. Eason
Husband of Gay Eason, Retired Maintenance

Melvin Sanders Jr.
Mail handler/Annex
Son of Melvin Sanders Jr./Shirley Sanders
Nephew of Mamie Wells

Edna Phillips
Sister of Carolyn Driver (Support Services)

Alfred Jones
MVS Driver

The Great Postal Strike

Postal workers had suffered decades of long hours, substandard pay, meager benefits, and deplorable working conditions in March of 1970.

Most postal workers belonged to one of seven craft unions recognized by the federal government, but they were denied a key right of private sector unions; to bargain collectively over compensation. Although President Kennedy issued an executive order in 1961 that recognized government-employee unions, postal and other federal workers were barred from striking and could seek wage and benefit increases only by petitioning Congress — a course that usually met with inaction.

The sporadic raises that postal workers received never seemed to amount to much, particularly in high-cost urban areas. In March 1970, full-time employees were paid around \$6,200 to start, and workers with 21 years of service averaged only \$8,440, which was barely enough to make ends meet: Many full-time postal workers qualified for food stamps.

Meanwhile, a presidential commission had concluded in 1968 that postal workers deserved the same collective bargaining rights that private sector workers enjoy.



Two years later postal workers were optimistic that sizable pay raises were forthcoming.

On March 12, 1970, Congress finally acted. It gave itself a whopping 41% pay hike and offered postal workers only a 5.4% raise.

Five days later, irate letter carriers of New York City's Branch 36 voted to strike. The wild cat job action quickly gained support from postal workers across the country. This action essentially shut down mail service in 30 major cities. Two hundred thousand postal workers called in sick or walked off the job. Mail piled up by the ton.

The strike was front-page news across the country and brought a great deal of attention to the plight of postal workers. President Nixon vowed to break the postal workers telling the nation "We have the means to deliver the mail."

Nixon sent 23,000 military personnel to New York City postal facilities with orders to transport, sort and deliver the mail. The troops proved woefully inadequate to the task.

Bargaining began and ended quickly. In a preliminary agreement a 12% pay raise; a decrease from 21 to eight in the number of years required to reach the top wage step; real collective bargaining rights and amnesty for all strikers was offered. President Nixon signed the Postal Reorganization Act of 1970, which gave postal workers a pay raise and shortened the time it took to reach top pay. The PRA abolished the Post Office Department and established the U.S. Postal Service.

Five of the seven postal unions merged into the APWU on July 1, 1971. The first two-year contract was signed by the APWU unions. In the first agreement, a starting postal worker's salary was set at \$8,488 — more than a 21-year veteran of the Post Office Department had been getting when the job action began 16 months earlier.

Some of you weren't even born when the Great Postal Strike took place. We have come a long way. Before the strike, many postal workers qualified for food stamps. Every pay increase, every benefit was hard fought. Changes were brought about when we, the workers, stood together. We did not have the wages we enjoy today. We did not have the vacation and guarantees we have today. Nothing was handed to us on a silver platter.

When we stand united, we prevail.



The Great Postal Strike
March 18 - 25, 1970

This is Crazy

By Robbie Robertson

Months after sister Martha Foote's death I ran across this union insert posted on the maintenance steward booth and I wanted to share. Sister Martha was the secretary-treasurer of the Indianapolis local and also an active union activist within the APWU/POWER/CLUW organizations. Sister Martha will definitely be missed.

This Union Is Not a Spectator Sport

By Martha Foote, former Secretary-Treasurer Indianapolis Local (deceased)

I have said on numerous occasions unionism is not a spectator sport. You must participate to some degree for **your** union to work. Your union steward can only do so much; but he/she needs your help. Too many members believe all union representatives need to do is to write up a grievance form and presto it gets adjudicated. I have heard some say that is why I pay union dues. Really? Let me be the one to tell you it's not that simple.

When your contractual rights are violated it is the union's burden to prove and many times it takes a myriad of documentation to support the violation. You may need to write a statement or be interviewed. You may have to identify the person in management who violated your rights. You may have to involve co-workers who witnessed the incident. There are times when you cannot remain anonymous. Think of your union steward or business agent as a detective or lawyer. Think of your grievances as though someone robbed you. You would call the police (union) you would give details (statement) you may be interrogated (interviewed) you may have to identify the suspect (name the management personnel involved) you may know the person who robbed you and they live next door; you see them every day or you may work next to them

every day. They may be your supervisor and you fear they will take steps to get you fired. Tough decisions, but when your contractual rights are comprised you need to decide if you are going to live in fear of retaliation or are you going to take a stand and say, "**Enough is enough**"?

Now comes the time when the police make an arrest (union files the grievance, names the management personnel and cites the contract language) management denies the union — imagine that. Do we lie down and say, well management is not going to settle? Oh no, we take it to the court of appeals (Step 3 or arbitration) and if there are enough cases (grievances) just like yours, the national union gets involved and it goes to Step 4 (Supreme Court). A favorable decision at Step 4 makes it binding contract language. What wins arbitrations and Step 4 appeals? **You** the members who say, "**Enough is enough**" and get involved and work with the union. Those who fight not just for themselves but for their co-workers. The members who dare to get involved

and stay **committed**. Does it take time? **Yes**. Does it take a long time? **Yes**. Is it worth it? **You bet it is!**

Management will use the contract and hold you to the language. I say it's about time management is made to realized they are also bound by the terms of the contract. Would you let management bully your children, spouse, parent, friends, union steward? Our strongest asset is **you** the members. Being a union steward is not easy; it takes a certain type of person with innate ability to deal with management's shenanigans. Join your union brothers and sisters and send the message that the contract is binding on everyone and help your union steward help **you**.



St. Louis Gateway APWU
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 St. Louis, MO 63104
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Press On

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

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 Associate Office DirectorBecky Livingston

Union Office

1705 S. Broadway
St. Louis, MO 63104
(314) 231-7665
 FAX: (314) 231-5709
 After Hours (314) 330-9641

Office Hours

Monday-Friday: 8 a.m. - 5 p.m.
 Saturday: 8 a.m. - noon

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

GATEWAY LOCAL CALENDAR

May 1 (Wednesday)	Executive Board Meeting	2 p.m.
May 5 (Sunday)	General Membership Meeting	3 p.m.
May 6 (Monday)	Stewards' Training	9 a.m. & 6 p.m.
May 12 (Sunday)	Mother's Day	
May 27 (Monday)	Memorial Day Holiday	
May 29 (Wednesday)	Executive Board Meeting	2 p.m.
June 1 (Saturday)	General Membership Meeting	9:30 a.m.
June 3 (Monday)	Stewards' Training	9 a.m. & 6 p.m.
June 16 (Sunday)	Father's Day	
July 4 (Thursday)	Independence Day Holiday	
July 10 (Wednesday)	Executive Board Meeting	2 p.m.
No General Membership meeting		
July 15 (Monday)	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.