



Season's Greetings

Moving Forward Together

By Becky Livingston, President

I just recently attended the All Crafts Conference in Las Vegas where the installation of the newly elected national officers was held. The theme of the night was a message of unity and determination to fight for the future of postal workers and working people everywhere. National APWU President Dimondstein raised, "The paramount job security of our time is to ensure the public Postal Service remains just that." Our jobs, our union and the people's democratic right enshrined in the Constitution depend on our determination and success. He encouraged members to "**...attend meetings, join committees, write articles, stand up for safe jobs, sign up non-members, wear union gear with pride, welcome young workers, lobby politicians, fight for postal banking stand in solidarity with all workers, and to speak up and defend the public post office.**" President Dimondstein ended his speech with a call to action, "... We must carry on the crusade to save the public Postal Service and our collective bargaining rights and to take on corporate Wall Street power with more workers' power! Let's continue to stand up and fight back, hand in hand with each other, all crafts, active, retiree and auxiliary members, postal and other unions, community allies and the people who support the public post office and trust postal workers."

During my first few months as president there have been many concerns raised at the general membership meetings and I want you to know that I have heard you. As we **MOVE FORWARD TOGETHER**, I hope to address these concerns. While I know everyone will not see the resolve that they have demanded, I will make sure the membership continues to be represented by the stewards I feel will be the most dependable, knowledgeable and experienced as it applies to the ongoing contractual violations and disciplinary actions taken against our members and work closely with those who express the desire to represent their members to the best of their ability. I invite anyone who has concerns to call me or set up an appointment to address those concerns with a one-on-one conversation. I remain hopeful that by working together we can make the St. Louis Gateway District Area Local stronger and more unified than ever, but this will take all of us working together to make sure the collective bargaining agreement is being followed and everyone is being treated with dignity and respect on the workroom floor.

At press time, the contract interest arbitration hearings are in the final stages. The Postal Service has proposed to

create a new lower tier career workforce than we currently have. Simply put, PSEs who convert to regular status will probably be making the same salary as they were as a PSE!

The Postal Service has also proposed to do away with annual leave and sick leave. The proposal is to replace that with personal time. This is just a few of the proposals that the Postal Service is presenting at arbitration.

President Mark Dimondstein testified that APWU members need good paying jobs and working conditions and they include: An end to the unfair and divisive three tier structure; further reductions in the non-career workforce and an increase in the career workforce where workers make decent, family sustaining wages and receive a solid set of benefits; and a relief of the ever growing problem of hostile working environments and a management structure that refuses to hold management accountable.

Interest arbitrations should be nearing a close before the end of November with a decision from the arbitrator within four to six weeks of closing arguments.

I would like to close by wishing everyone a happy and safe holiday season and a very happy New Year!

Executive Vice President

By Gene Hollenbeck



First, I would like to thank all those who have served and those family members who are serving now. Our veterans and those who are serving now make this country great. All gave some ... some gave all. To those who gave all and their families, thank you for your sacrifice.

We are now in the holiday season. Veteran's Day, Thanksgiving and then Christmas and New Year. I hope that everyone has a wonderful holiday season.

I would like to take this time to talk about the election. As we all know it is over and the membership has spoken. They have determined who will run this local. It is now time for all of us to get over hurt feelings and get back to the business of representing our membership. Get over yourself and let's take care of our members.

Vacation selections should have begun by the time the Press On reaches your doorstep. We have asked for a vacation meeting to set the ground rules for vacation selections. As of now we have not received a response to our request.

Management wants the employees to be engaged. Maybe if the employees were treated like they were a vital part of the operations rather than just a tool to use and throw away, they would be more engaged. Maybe if there were two employees to a machine as required, they would be more engaged.

If you are still working the machines by yourself, please keep track of the hours and what you are doing. Contact your steward and file a grievance on working by yourself. Management has been sustaining these grievances and paying out at 100% for all hours worked alone.

Management is reverting positions as soon as they become vacant. So, if you think you are going to get help from them, you are so wrong. We are grieving all reversions and have already won some of them with bid postings.

The penalty overtime exclusion period this year is November 30 to December 27.

Once again, thank you to all of our veterans and to your family members who are serving now.

Happy Thanksgiving, merry Christmas and a very happy New Year.

We are all in this together.





Editor's

By Shelia Patton-Harris

Corner



RULES

Is it just me, but drivers seem to have forgotten the rules of the road. Stop signs, stop lights, one way signs, and speed limits are ignored on a regular basis. I reside off Kingshighway and I have had drivers run me off the road in their haste to get to the next red light. Speeds exceeding 55mph are common. It is not safe to assume a driver is going to stop at the red light. Routinely, people have gone around me on the right to run a red light. Bicycle lanes are used by many as a passing lane. Some people observe the rules of the road, but increasingly many do not.

The Postal Service also had rules. You as an employee should obey these rules, but more and more of you are choosing to ignore them. One rule that will really get you into trouble

is ignoring the rules pertaining to attendance. Most employees who get fired, get fired because of their failure to come to work. Sure all of us get sick sometimes, but you need to be aware of your leave usage.

The rules prohibit the use of cell phones on the workroom floor. I see employees texting and talking on their cell phones as they walk across the workroom floor. Most of them are paying attention to the phone and not looking where they are going. If you cause an accident because you are on the phone, you will probably lose your job. If the wrong supervisor observes you on the phone, they can issue you discipline for violation of the cell phone policy.

The union fought long and hard for you to be able to enjoy your music while you work. That does not

mean you should be walking across the floor with your headphones on. You can't hear and the rules say headphones should only be used when in a stationary position. Can you guess what would happen if you are injured while walking around with your headphones on? You guessed it; they are going to try to fire you.

The holiday season is upon us. Be mindful that there will be overtime. As clerks become fatigued, tempers may become short. Try to remain calm and let's not get into an altercation. Verbal and physical altercations are not allowed.

I would like to wish each and every one of you a joyous holiday season. With the new year, hopefully we will get a decent contract. Enjoy your family and friends and try to obey the rules, both traffic and postal.



Constitution

By *Brandan Kraft*

The Constitution Committee of the St. Louis Gateway District Area Local 8 received a total of six proposed amendments. All six proposed amendments were flawed and will not be considered by the Constitution Committee. The explanation is as follows:

Of the six, two were submitted improperly and will not be considered as they were submitted electronically. The local's constitution states in Article 13 Section 2: "Any proposed change(s) to the Constitution or By-Laws will be submitted in writing by April 20th or October 20th of each year, by certified mail or hand-delivered to the local union office."

Secondly, three proposed amendments were submitted dealing with Article 7, Section 3A, 3B and 3C of the local constitution. After consultation with the local's attorney, and after examination of the APWU National Constitution, it was determined that these three proposed amendments violate state and federal laws and the APWU National Constitution. Specifically, they violate state and federal minimum wage laws, federal anti-discrimination laws, and Article 3, Section 4(b) of the APWU National Constitution which states: "Members of this Union who retire from employment in an APWU bargaining unit **may maintain full membership with all rights** of such membership by continuing to pay full per capital taxes to the APWU plus whatever local dues may be required by their local union. They, shall retain the same right to vote in all matters they had immediately before retiring from service."

Since these proposed amendments violate the law and are in conflict with the APWU National Constitution, they cannot be considered.

The last proposed amendment is in conflict with language found in Article 7 of the local constitution giving the president the authority "to appoint **all vacancies** from any cause whatsoever, subject to the approval of the executive board, until such vacancy is filled by regular election. He/she shall be responsible for all work of the Local; and all officers of the Local shall work under his/her supervision ... It shall be the responsibility of the President to staff the Union office in which to conduct all union business." Furthermore, Article VII Section 3 of the By-Laws states that the "President shall appoint all necessary committees, not limited to the following: A) Organization, B) Welfare, C) Publicity, D) Human Relations, E) Resolutions, F) Constitution, G) Board of Trustees, H) Entertainment, I) Press On Policy, J) Grievance / Arbitration, K) Stewards."

The Committee agrees that if these proposed amendments are considered, they would be giving some validation to them and the committee believes this would be a disservice to the membership.

Thank You

October 21, 2019

Becky Livingston, President
 APWU St. Louis Gateway District Area Local
 1705 S. Broadway
 St. Louis, MO 63104

Re: Proposed Constitutional Amendment to Reduce Wage of Officers Who Are Retirees

Dear Becky:

You have requested a legal opinion concerning the legality of a proposed amendment to the Constitution of the St. Louis Gateway District Area Local (Constitution). Specifically, the amendment only changes the compensation of retired persons who hold office with the St. Louis Gateway District Area Local (Local), and it reduces that compensation to \$1,000/mo for the Local President, \$800/month for the Local Vice President, and \$700/month for the Local Secretary-Treasurer.

The position of President is a full-time position requiring at least 40 hours/week of work. All other officers work at the discretion of the President. However, the position of Vice President is also a *de facto* full-time position, usually requiring between 35-40 hours/week of work. Accordingly, the proposed amendment would clearly violate the federal minimum wage of \$7.75/hour and the Missouri minimum wage of \$8.60/hour (which increases to \$9.45 in 2020), at least with regard to the positions of President and Vice President, which would be reduced to earning \$5.77/hour and \$4.62/hour, respectively. **Bottom-line:** the amendment is illegal.

Please contact me if you have any questions or concerns about this opinion.

Sincerely,



Sherrie Hall

In MEMORIAM

Thomas "Tom" Nanna

Dear union members, on October 11, our maintenance craft director, Thomas "Tom" Nanna, passed away in his sleep. Tom was a very passionate union member who loved his union. He was always fighting the wrongs that our members encountered in their employment. He was the first person to charge up the hill to fight for our rights and correct the injustices he witnessed. Tom fought to do things the correct way regardless of who was doing the wrong. During his time as maintenance craft director, the maintenance craft stewards have handled over 2,000 grievances with most passing through Tom's hands for resolutions. Tom was adept at breaking down complex issues, such as the MS 47 TL 5. He made sure the custodians were properly represented and compensated when dealing with management. Tom was also instrumental in breaking the gridlock at Step 2 which had plagued many of the previous administrations by appealing over 700 grievances to Step 3 at one time due to management's inability and unwillingness to negotiate with the union.

He will be greatly missed.

Tina Rubino, Assistant Maintenance Director B



CLUW Report

By *Robbie Robertson*



Happy holidays and a prosperous new year to all my sisters and brothers in the St. Louis Gateway District Area Local (APWU). Stay encouraged during the holiday season by building a community through warmth, and love. Expand your heart by giving back to your fellow man/woman by supporting the POWER sisters with their blankets for the homeless event.

Special thanks to the members who took time out of their busy schedule to attend the September, October, and November general membership meetings. We are looking forward to seeing you at upcoming meetings. Attending the general membership meetings is one of the effective keys to participating in the union. The local does send out a bi-monthly Press On newsletter for informational purposes, but please continue to stay active in our union. The members are the voices and ears on the workroom floor. Always remember the union is part of the solution.

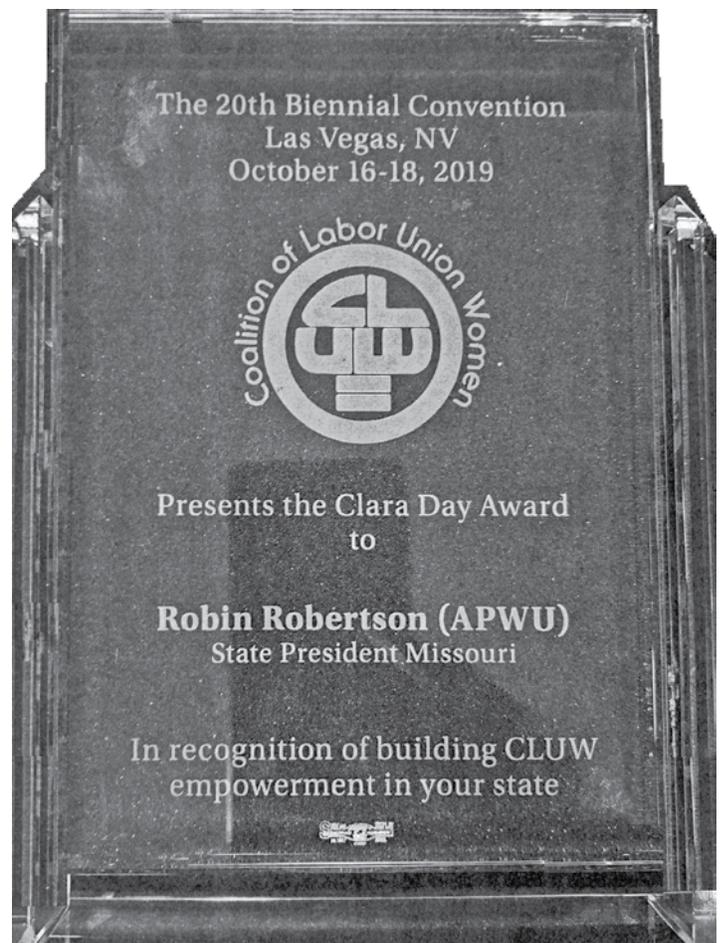
The local is currently 85% organized and we have 270 non-members. Let's make a goal to push towards 92% by November 2020. This gives members a year to reach one, teach one. Maybe a non-member is interested in switching to the APWU Health Plan; becoming a member will solve that problem. Our APWU Health Plan pays for itself, plus as union members we **own** the health plan. Any member can sign up a non-member by using a PS Form 1187. This form can be found on <https://blue.usps.gov/cpim/forms>, www.apwu.org, www.stlouisapwu.org, and/or at the local steward booth. PSEs can sign up careers and non-careers and vice versa to receive a welcome new member rebate. The next three weeks can be a good organizing tool for members to sign up non-members.

Did you know? APWU Health Plan automatically mails PSEs a notification stating they are eligible after their one year anniversary date? PSEs, please pay attention during this enrollment season and every one thereafter.

Kudos, to the APWU National and members for paying for registration, lodging, and transportation for me to attend the Coalition Labor Union Women (CLUW) convention in Las Vegas, Nevada, October 13-18. I served on the finance and credentials committee during the convention. I was originally assigned to the credentials committee and ended up on the finance committee. I am learning, you go where you are needed. The finance committee was more hands on. We were responsible for all the CLUW accessories such as jackets, hats, T-shirts, cups, notebooks,

and necklaces, in addition to several raffles. I would like to thank the Coalition Labor Union Women (CLUW) National Executive Board for selecting me for the Clara Day Award.

The Clara Day Award was established by CLUW to be presented to a state president within CLUW who demonstrates and inspires by educating women to increase participation and leadership within their unions, CLUW and the labor movement. In addition, promoting and encouraging women's activism in the political and legislative processes of their unions and labor movement to improve economic, employment and other opportunities for women. Special thanks to all the hard working APWU POWER sisters. St. Louis CLUW and Greater Kansas City CLUW chapters work diligently to promote women's activism and partnering with other coalitions throughout the state of Missouri. Union activism **always** starts at the ground level. There's no "I" in **team**. Team work makes the dream work.



20 Things All Clerks Should Know

By Bill Brady, Tour 3 Shop Steward

1. You have the right to a shop steward when going into a meeting with management.
2. You have the right to refuse to put your signature on anything, including 3971s.
3. If you need to see a shop steward, make sure you inform your supervisor. They have two hours to make the request. Never walk over to the steward booth on your own. When asked the reason for a shop steward, all you have to let them know is that it is a postal issue (wages, hours, or working conditions).
4. If you are on vacation and become ill, you can call down to your unit and let your supervisor know you would like to change your vacation leave to sick leave. According to the contract (Article 10.5) your request cannot be denied. That way you save annual leave. You will have to provide documentation upon your return. If you cannot reach your unit, call the union booth.
5. Always call the 1-877-477-3273 number when you have an unscheduled absence. Calling the unit will not suffice. Make sure you jot down your confirmation number.
6. Employees will get compensated 150 percent (time and a half) when they document and file a grievance on management performing bargaining unit work such as running the machines, sweeping the stackers or moving containers which are occupied with mail. It is a contract violation.
7. Throughput is a **goal** of management. There is nothing in the contract pertaining to throughput. The contract states "a fair day's work for fair day's pay" (Article 34 section A). is not "fair" if you are working one to the machine. Always work in a safe manner. Safety first.
8. When you work on your non-scheduled day, you may be required to work more than eight hours.
9. If you have work restrictions, always keep a copy of your doctor's statement in your possession in case management asks to see it.
10. Make sure you always make your four basic clock rings; B, OL, IL, ET.
11. In the handbooks and manuals it says that if you are using unscheduled sick leave you have to call in "as soon as you possibly can." Remember; **always** call in when taking an unscheduled day.
12. Documentation is the key in every grievance.
13. If you feel you are working in a hostile working environment, inform your supervisor and your shop steward immediately.
14. There is zero tolerance for cell phone usage on the workroom floor.
15. Always fill out an accident report if injured while performing your duties. Cover yourself. If there is no documentation, it's as if it never happened.
16. PSEs have the right to FMLA if qualified.
17. No employee may be required to work more than six continuous hours without a meal or rest period of at least a half hour.
18. You have 14 days to file a grievance after you are aware of an incident or infraction.
19. Always follow your last instruction unless it's an issue which may put your safety at risk.
20. If you are asked, "Where were you?" when you return from an unscheduled absence, document it and inform your shop steward immediately. Your only obligation when calling in for an unscheduled absence is to write down your confirmation number, not explaining where you were. Anything else is a form of harassment. Management has already been informed to cease and desist with that behavior.

Work safe. Work smart.

Let's get the mail to the customers.

This article is reprinted from Jan/Feb 2019 Press On

1 in 4 Americans Taking Prescription Drugs Say They Can't Afford Their Medicines



HUCK/KONOPACKI CARTOONS
huckkonopackicartoons.com

Maintenance Craft Director

By Chris Wilkison

Dear brothers and sisters, since the unfortunate passing of Maintenance Craft Director Tom Nanna, I have agreed to fill out the remainder of his elected term. Upon nomination by President Livingston and concurrence of the executive board I was installed as maintenance craft director as of November 3. Tom was very dedicated to the union struggle and literally fought for the union until the day he died.

I would like to express extreme gratitude to Assistant Maintenance Craft Director A Jeff Edwards, Assistant Maintenance Craft Director B Tina Rubino, and Chief Steward David Rubino for sharing their hard work and experience with me as I transition into assuming the duties of this office.

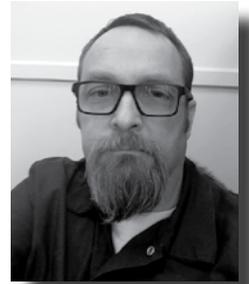
Their insight and experience will be invaluable as I get up to speed representing the maintenance craft.

Tom was heavily involved in transitioning the BEM Occupational Group to the new Handbook MS-1, TL-6. Management's interpretation at this time differs from the union's interpretation on how to transition jobs from the plant to field maintenance, however, President Livingston, NBA Jeff Beaton and I will be working closely together to ensure that the transition happens consistent with the CBA and the bargaining unit's rights therein. I believe Article 12, Principles of Posting and Seniority will be heavily involved.

The year 2020 has the potential to present many challenges to the Postal Service as well as collective bargaining across the board. In the last few

months my news feed has been packed with stories of strikes, picket lines, protests, and the struggle of collective bargaining in general. Collective bargaining isn't just a handful of officers and stewards negotiating on your behalf, it's all of us acting together to persuade management to bargain in good faith and follow the collective bargaining agreement. That is to say, without **you**, there is no **union**. Please keep that in mind as we are presented with new challenges in the near future and understand that you are no small part of this union. Even then, even if you only do a small part, with all of us working together, it can have a huge impact.

Yours in union solidarity



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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314-892-5400 NeighborsCU.org

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neighbors
CREDIT UNION
Where the grass is greener

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.

Thoughts from Retirement

By Fred Wolfmeyer



Happy Thanksgiving, merry Christmas and happy New Year to all my union sisters and brothers. I wish all of you and your families a joyous and safe holiday season. This is the time of year that our friends and families take precedent over everything else in our lives. Work is important and overtime helps us to get all those things on Santa's list, but as nice and as important as those gifts are, our friends and families and the time we give them is more important.

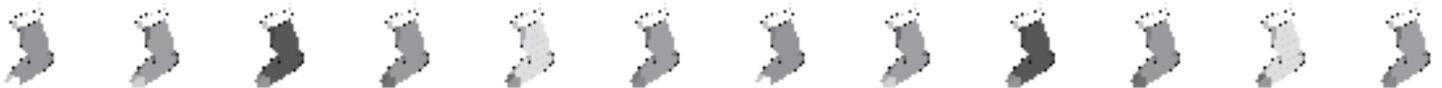
It looks from everything I have read on the APWU national web site that the arbitration hearings may be coming to an end. Soon the arbitrators will have the case turned over to them and after some lengthy deliberations, we can expect, for better or worse, a

new collective bargaining agreement. It is my hope that at the very least, the agreement will be better than the proposed tentative that the 'Rank and File Committee' voted to reject. We acknowledged that it was a risk to reject that tentative agreement, but in our estimation, it was not good for the membership of the APWU because it contained too many give-backs for the Postal Service. To paraphrase our national president, Mark Dimondstein, we should always try to better our situation by moving forward with new contractual gains, and not be going back by giving up what we have gained in previous negotiations.

I also would like to remind all of you, that this holiday season can bring added stress in our jobs. Try to be mindful of your co-workers and our

customers and remind yourself that you only have two hands and eight hours in a day. You may have to work overtime, so go to work with the frame of mind that O/T is a real possibility and don't be surprised when you are told that you have to work it. Keep a positive mental attitude in all that you do and remember that you are working so your families can reap all the benefits of your hard work.

In summary, stay positive at work and at home. Don't take work problems home and don't bring problems at home to work. Perform your work to the best of your ability, and have a safe, joyous, and stress-free holiday season.



Associate Office Director/Steward

By Melani Brown



Greetings members. This is my first article as associate office director. We are going to discuss discipline. The union's stand is that discipline should always be corrective rather than punitive. That being said we are going to talk about how discipline becomes progressive. Management should always start with a job discussion, then move on to a pre disciplinary investigation or PDI. Next comes the letter of warning or LOW, suspensions starting with a seven day and moving on to a 14 day. The next step is a letter

of removal or LOR. The union will always try to get the LOW reduced in the time the discipline remains in your file; however this means that for the time period indicated on the settlement you cannot have another issue for the same thing. If this happens the LOW then stays in your file for up to two years. Imagine if your LOW is for absence, you now have to go the original stated time period with no unexcused absences. Nobody wants this to happen. Two years is a long time to have something hanging over your head. If your

absences are due to a medical condition that qualifies for FMLA, get your paperwork filled out and sent in. Remember, it's your responsibility to make sure that the paperwork was received. Don't think that just because it is medically related that it's automatically covered. You must submit the FMLA papers for each qualifying instance. Faxes are notorious for not going through. **Follow up** and protect yourself and your job!



Month of
November and December
Wrap someone in love by donating
blankets, socks and gloves for the homeless
Join St. Louis Gateway DAL #8



Post Office Women of Equal Rights (P.O.W.E.R.)
in collecting blankets (gently used or new), new gloves and socks for adults.

The items will be distributed to those less fortunate in the Downtown area

Show some love! Share some love!

Donation items can be dropped off at the Union Hall or given to your union steward
no later than Friday, December 20, 2019

Donate during hours of operation at:
St. Louis Gateway District Area Local
Union Hall
1705 S. Broadway
St. Louis, MO 63104
314-231-7665



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

Kacy Day, Clerk
Kadin Lee Roberts-Day (son)

Christine Hocking, Support Services
Norman K. Nolthing Sr. (father)

Janis Dumas, Support Services
Joi Brown (daughter)

Sabrina Hardy, Clerk
Rosetta Dunn (mother)

Katrinka Coleman
Rosetta Dunn (mother)

Kelvin Eggleston, Clerk
Rosetta Dunn (grandmother)

Vernita Grant, Clerk-retired
Rosetta Dunn (mother)

Tom Nanna, Maintenance Craft Director

Susan Frailey, Support Services
Joseph Minor, Jr. (Father)

Jittaun Allen, Support Services
Sister



Members who participated in the Veteran's Day Parade



Your APWU health plan representatives: Wendy Smith-Scales and Robin Nichols



Shirley Orr has been a fixture at the Main Post Office for decades. She is a staunch union supporter, often traveling to the various conventions at her own expense. Well, Tuesday Miss Shirley, as she is known, called it a career. Her friends, co-workers and supervisor threw Miss Shirley a great send-off. Dwayne McCann, one of the MDOs gave a funny tribute to her, including a U-cart and a cane. Thank you, Miss Shirley, for all the great times and memories that we shared. Enjoy your retirement. Fifty years at the Postal Service could not have been easy and we salute you.



HAPPY
Thanksgiving!

St. Louis Gateway APWU
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 St. Louis, MO 63104
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 St. Louis, MO
 Permit No. 860

Press On

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Shelia Patton-Harris ... Editor
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 POSTAL PRESS ASSOCIATION

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(314) 231-7665

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Office Hours

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

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

GATEWAY LOCAL CALENDAR

November 3	(Sunday)	General Membership Meeting (3 p.m.)
November 4	(Monday)	Steward's Training (9 a.m. & 6 p.m.)
November 11	(Monday)	Veteran's Day
November 28	(Thursday)	Thanksgiving Day Holiday
December 11	(Wednesday)	Executive Board Meeting (2 p.m.)
December 14	(Saturday)	General Membership Meeting (9 a.m.)
December 16	(Monday)	Steward's training (9 a.m. & 6 p.m.)
December 25	(Wednesday)	Christmas Holiday
January 1	(Wednesday)	New Year's Day Holiday

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.