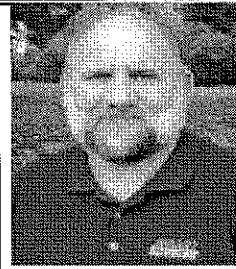


February 17, 2011

Charlotte P&DC  
Charlotte L&DC  
Charlotte VMF  
Charlotte City  
Albemarle  
Belmont  
Bessemer City  
Blacksburg  
Boiling Springs  
Chester  
Clover  
Concord  
Cornelius  
Davidson  
Denver  
Ellenboro  
Forest City  
Fort Mill  
Grover  
Harrisburg  
Huntersville  
Indian Trail  
Iron Station  
Kannapolis  
Kings Mountain  
Lattimore  
Lowell  
Matthews  
Midland  
Monroe  
Mooresville  
Morven  
Mount Holly  
Newell  
Norwood  
Oakboro  
Paw Creek  
Peachland  
Pineville  
Polkton  
Rock Hill  
Rutherfordton  
Spindale  
Stanfield  
Stanley  
Troutman  
Wadesboro  
Waxhaw  
Wingate  
York



## President's Report

LeRoy Moyer, General President

*lmoyer@charlotteapwu.com*

**Charlotte Area Local, American Postal Workers Union**

704-394-5104 (office)

704-394-5404 (fax)

# Charlotte Area Local, 375 UNION MEETING NOTICE

**March 19, 2011  
9:30 a.m.**

**3521 Mulberry Church Road  
Charlotte, NC 28208**

Please make every effort to attend the monthly union meeting. Two \$50.00 raffles will be held at the union meeting.

The Executive Board will meet after the regular monthly meeting.

# Things You Should Know

## CILO PAYMENT

If you were working in the Charlotte Bid Cluster as a clerk between May 3, 2003 and July 2, 2004 you should soon see two separate payments for violations of the CBA. Each of these cases involved the improper utilization of causals.

The two payments will be \$97.51 and \$19.41 which is the money we were awarded split between 1,031 employees. Most of the payments will be processed shortly, but some payments to retirees will be delayed because of processing issues.

Many thanks to Andrew Ringler who assisted in one arbitration and spent numerous hours researching who would get paid and compiling the information.

## FSS JOBS

In the current posting there are eight FSS jobs up for bid. If you read the comments on each job, you will not assume the duties of the position until the FSS is operational. It's anticipated that the machine will be operational on April 25, 2011.

## SUBMISSION OF 3971

Every member should visit the local web site and print out a copy of their office LMOU. Every LMOU is posted on the web site.

Members in the Charlotte Bid Cluster are covered by the Charlotte, NC LMOU. It provides for submission of a 3971 for leave during other than the choice vacation period. The language of Item #12, C, states in part:

*"PS Form 3971, in duplicate, will be prepared and submitted by the employee seeking leave in all instances. The employee will place the 3971 in the immediate supervisor's hand."*

*Employee may prepare their own third copy of the PS Form 3971 to be signed immediately by the supervisor in the block entitled "Signature of Supervisor and Date Notified" for verification of submission of PS Form 3971*

*only. The date and time will also be noted, and the third copy returned to the employee."*

So protect yourself and make three copies of your 3971 and request that you get a copy returned to you, signed for your records to show that you submitted a 3971.

## I NEED REPRESENTATION

We continue to have issues with managers not knowing that they have the obligation to arrange for a steward when requested. If you believe your rights were violated, ask for a steward. If your manager tells you to call one yourself or simply ignores you, contact me at the union office.

The same goes if management sends you a letter and advises you to show for an investigative interview and that you need to contact the union office for a steward. You have two choices, call your manager and ask that they arrange for a steward or arrive at the meeting and ask for a steward at that time.

You do not have to participate in the interview without union representation and once you advise them you want representation, they must arrange for a steward. Protect yourself and request a steward and make management do their job. Don't make it easy on them.

## PLANT CUSTODIANS STANDING TALL

For years custodians would just write completed on their route sheets and submit them to management at the beginning of their tour. This occurred whether the route was completed or not. **Those days are over and it matters.**

In a recent accounting period we were able to document that 50.5% of all the routes weren't completed. Thanks to all the custodians who are sticking together and refusing to write completed on route sheets.

Unfortunately, the building isn't being cleaned as it should, but the documentation will help us when we finally get to arbitration over the issue. Thanks!

Charlotte Area Local 375, APWU - GENERAL MEETING  
January 15, 2011

Officer's Present:

LeRoy Moyer – General President	Wayne Carelock – Secretary-Treasurer
Genetha Steele – Clerk Craft Director	Melissa Baldwin – Asst. Clerk Craft Director
Jim Jambora – Maintenance Craft Director	Rodney Huntley – Asst. Maintenance Craft Director
Ron Davis – MVS Craft Director	Joe Hall – Asst. MVS Craft Director - Absent
Rosemary Gladden – Human Relations Dir. – Absent	Debra Geter – Organization Director - Excused
Linda Butler – Legislative Director	Andrew Ringier – Research & Education Dir - Excused
Gerald Young – Health Plan Director	

The meeting was convened at 9:30 A.M. and was presided over by President Moyer.

Tim Glass was appointed as Sergeant of Arms.

The meeting was opened with a prayer by Linda Butler and the reciting of the pledge of allegiance.

Jim Jambora made a motion and seconded by Tony Wilson to accept the minutes as presented. The motion passed.

A motion was made by Tony Wilson and seconded by Niraj Amin to accept the financials. The motion passed.

The following are our new members, A Standing motion to accept: Thomas A. Sowers

OLD BUSINESS: NA

NEW BUSINESS:

President Moyer told the body that he would transpose the order of business without any objection to conduct nominations for the election committee of 9 people. No objection was made. Nominations were as follows.

Kandy Pierce	Carol Bishop	Fletcher Long	Melissa Baldwin	Henry Davis
Tim Glass	Venus Abaoag-Smith	Chris Rice	Jimmy Smith	Ricky Jackson

A motion was made by Wayne Carelock and seconded by Rick Parrish to end the nominations. The motion passed.

Melissa Baldwin withdrew her name, so no voting was necessary due to only nine were left and they became the election committee,

Kandy Pierce	Carol Bishop	Fletcher Long	Henry Davis	Tim Glass	Venus Abaoag-Smith	Chris Rice	Jimmy Smith
Ricky Jackson							

President Moyer gave his Presidents report.

Linda Butler spoke on voting.

Open forum was held.

A motion was made by Tony Wilson and seconded by Wayne Carelock to adjourn. The motion passed.

The winners of the monthly raffle were: Thomas White and Valorie Tate

Wayne Carelock  
Secretary/Treasurer  
Charlotte Area Local 375 APWU

## **Please Do My Work and Cut My Hours**

We have a number of clerks out there that contact their shop steward and report that the postmaster, supervisor, city carrier or rural carrier are performing their work. Unfortunately, we have many more who don't report a thing. It could be the go along to get along attitude or your afraid of your postmaster or you just don't care.

Every hour worked by someone other than the clerks in an office is an hour that is subtracted at the end of the budget year. If your postmaster saves eight hours a week by having the rural carriers box mail, he/she will give back those 416 hours next year or the POOM will simply take those hours.

And before you start feeling bad for your postmaster and start worrying about when the customer gets their mail, I simply respond by saying, "you can't care, more than the post office cares". They don't care that they cut your hours. They didn't care when they eliminated Saturday hours and started closing early during the week. They don't care that you have a family and FMLA issues when they tell you to bring documentation for an absence.

I believe in a fair days work for a fair day pay. I also believe that the postal service should honor their agreement with their employees. That agreement is our Collective Bargaining Agreement. The CBA states that supervisors, rural carriers and city carriers should not perform our work. It also says that postmasters may perform our work as the workload dictates, not everyday, not in lieu of you.

On our web site at [www.charlotteapwu.com](http://www.charlotteapwu.com) we list job descriptions for supervisors and postmasters. We also have forms to track the work being performed by other than clerk craft employees and managers. Please complete these forms on a daily basis and at the end of the week ask to see a shop steward. We will then have you fax those documents to our office and file a grievance on behalf of the clerks in the office.

You are the first line of defense against having your hours cut, losing a full-time position or from being excessed from the facility. And yes, the postmaster might actually be a nice person and will hate to sign the letter he/she hands you that just abolished your job and advised you may be excessed up to 500 miles away.

**[WWW.CHARLOTTEAPWU.COM](http://WWW.CHARLOTTEAPWU.COM)**

Charlotte Area Local, 375  
American Postal Workers Union  
3521 Mulberry Church Road  
Charlotte, NC 28208

***PLEASE POST ON APWU UNION BOARD***