



CHARLOTTE AREA LOCAL 'PERSPECTIVES'

"Without Labor Nothing Prospers" - Sophocles



www.charlotteapwu.com

September 10, 2013



Every member is receiving this newsletter at home this month because of the importance of voting in the upcoming national elections. Please see the article on page 4 to learn more about our election endorsements and the contest we are running.

Legislative actions continue to be the most important issue facing our membership. We have a Bill in the House and Senate that will eliminate our rights to negotiate over things such as the no lay-off clause. If passed the legislation will increase what we contribute to our retirement and change the OWCP rules currently in place.

These Bills also make it easier to close plants and consolidate facilities. Please take the time and visit this site <http://capwiz.com/apwu/issues/alert/?alertid=62426641> and send a message to your elected representatives. This link can be shared with family and friends, post it on Facebook or whatever social media you may use. Doing nothing isn't an option.

NEW T-SHIRTS TO BE ORDERED!!!

We will be ordering shirts for those members who contact us and provide a shirt size. Deadline for orders is **October 7, 2013.**

Stop by the union booth or call 704-394-5104 (extension 0)

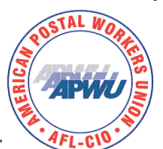
We will only be ordering shirts for those who request a shirt and a few additional shirts for future members.

If calling union office, please provide your name, office and shirt size.

(speak clearly if leaving message and spell your last name)



**UNION MEETING
OCTOBER 15, 2013 - 7:30 P.M.**





Tony Wilson, Assistant Clerk Craft Director

As I reach out to you, our members:

Clerks at the P&DC and L&DC, we have to protect our work and jobs, we need to report and file grievances when management is doing our work daily, we have to continue to file, and not let the repeated violation of management doing our work discourage us from filing each time. We have to be persistent on this issue.

Clerks in City Stations and Associate Offices locations, you have to enter everything into POS, they no longer come out to the site to do function 4. They look at data from your office. For example if I purchase 5 books of stamps and you do not enter it 5 times, you are credited for the time to sale one book of stamps. You retrieve a package, you have to enter that in POS to get credit for the work, and work done at the blue doors should be entered into POS by a clerk, to get credit for that work, and you to have to write up management when they perform our work,

and when carriers perform our work. We have to diligently pursue the ownership of our work. The deal you cut with management today will be used to cut your job at a later date.

PSEs, you are not an on call clerk, you do not have to repeatedly check your e-mail to find out your work schedule. The schedule should be posted in all offices in a timely manner for you to see your work schedule, if not you need to notify us. You have the right to use a 3971 and apply for leave like everyone else, you do not have to have your schedule day off changed as an only way of taking off. I am aware management tends to think you have no rights, but you have rights and never hesitate to contact a steward when you have any questions.

Now to all, we have numerous national issues ahead of us, and we need each and every one to help contact your Senator and Congressperson. We need to contact our Senators and Representatives to support, S. 316, H.R. 630 - Postal Service Protection Act. We have not one co-sponsor from the state of North Carolina on this bill. Other bills, we need to support are H.R. 961 - USPS Stabilization Act and H.R. 2459 - Protect Overnight Delivery Act. A lot of members say, I do not get involved in politics. If you fail to get involved in politics at this time in America, when you look back around, life as you have grown accustom to knowing, it will be no more. You will have no rights, you will work for a lot less pay, and your benefits will be non-existence. Also be aware of your local & state politics. APWU, has television commercials being aired, this is a new day and time, and if we fail to get involved in politics, then our days are numbered.

Requiem for the Charlotte Area Local:

First they asked you to take your breaks and lunch later, to accommodate lack of staffing and I did not speak out to my union-

Because, I was relaxing at the end of the tour for 45 minutes to an hour.

Then they starting cutting more jobs, and management started performing craft work and I did not speak out to my union-

Because, my job was not one that was abolished.

Then they starting manning the machines in the plants with one person verses two, and I did not speak out to my union -

Because, it was not my immediate supervisor that came up with this action.

Then they came after my job, reduced my hours, messed with my retirement, and I spoke out to my union -

But our **membership** was so **depleted** from the above factors that we had no voice.

It takes all of us working together, reporting violations and communicating issues to keep making a difference.

"UNITED WE BARGAIN, DIVIDED WE BEG"

Tony





Miriam Bell, Secretary-Treasurer

Hello to everyone. First I would like to tell you a bit about me. I have been a Maintenance union steward for approximately 13 years. I am currently the full-time steward for Maintenance for all Charlotte City custodians and MOS Clerks and also handle all Maintenance step-2 grievances. I began my employment at the USPS in the Charlotte P&DC in March, 1997, as a clerk. I transferred to maintenance as a custodian in September, 1997, and then was promoted to MOS Clerk in 1999. Shortly after, I became a Trustee for the Charlotte Area Local, and remained a Trustee until my appointment to Secretary/Treasurer. I am married to Jeff, who is an Area Maintenance Technician for the USPS. We have three daughters, four grandchildren and own/operate our farm where we raise and sell beef, pork and eggs.

In November 2012, I temporarily assumed the Secretary/Treasurer duties to fill in for a sudden absence of the past Secretary/Treasurer, Linda Butler, due to illness. In January, 2013, after her resignation, president Moyer, with the unanimous approval of the Executive Board, appointed me to the position. I do appreciate the approval and backing of the Board and am honored to have been asked to fill this important position.

Thankfully, I had employment in the banking industry and legal field, prior to being hired in the postal service. That experience coupled with my capabilities at managing my own business and my knowledge of Local finances as a Trustee has prepared me to proficiently manage the finances of our Local.

Since beginning as Secretary/Treasurer, I have completed the 2012 fiscal accounting successfully while also transitioning the Local from in-house payroll to a payroll service. This has helped streamline the payroll and tax process as well decrease costs associated with payroll. I've been able to work hand-in-hand with the payroll company to fine-tune the tax and withholding processes to ensure Federal and State compliance. Also, I have developed a great working relationship with the Local's CPA firm which has been integral in aiding the electronic and payroll transitions. In January, 2013, I upgraded our accounting system successfully. The current software has streamlined processes and allowed better integration with required online reporting and accountant functions, while preserving our past data.

In this electronic age it became even more crucial for me to integrate our past "paper only" system into one which both embraces our Postal heritage while maximizing use of online technology and processes. Although LMRDA reporting regulations require precise documentation and the preservation of original documents, I have reduced the amount of unnecessary paper documentation through electronic storage and digital IDs without compromising security. I am very appreciative of President Moyer for allowing me to attend a recent Department of Labor training here in Charlotte. This training confirmed the current processes we have in place at our Local, as well as providing resources and contacts should we need their assistance.

Our monthly meetings have kept me busy as I learned the process of minutes, motions and elections as it concerns the secretary portion of my job. I so appreciate everyone's patience and support while I familiarized myself with these tasks. Membership meetings in our Local offers a great opportunity to get involved in the Postal and political issues affecting Postal workers both in our area and nationwide. I strongly encourage you to be involved, know your rights, and protect your job and to share your voice in the Charlotte Area Local. And remember, your dues help provide the excellent pay and benefits you receive. This would not be possible without the work of the APWU and your Local. Each pay period, as I reconcile the Dues reports I am reminded just how blessed our Local is with faithful members.

Thank you,

Miriam



Local Executive Board Endorses Candidates & Election Drawing

At the May 2013 union meeting the membership passed a motion that empowered the Local Executive to review the candidates for the APWU National Elections and endorse those candidates that *"would best serve the members of the local."* At our July executive board meeting we discussed the qualifications and experience of all the candidates and voted to endorse the candidates listed on page 5 of this newsletter. We believe that the candidates we endorsed will in fact *"best serve the members of the local"*.

The motion passed at the May 2013 union meeting also provided that we would conduct a drawing of five (5), \$100.00 gift cards from those who vote in the national election. The drawing will be conducted by the national election committee at the conclusion of the election process and they will inform us in writing as to which five members will receive the gift cards. Under the national election rules the national committee must conduct the drawing and they will have the list of people that voted.

So, vote today and be entered to win a \$100.00 gift card. We would ask that you consider the endorsed candidates listed in the newsletter, but more importantly, please vote. If you don't receive a ballot by September 19th please follow the instructions listed below. (continued on page 5)

Mailing of the Ballots

Ballots will be mailed to APWU members on or after Sept. 10, 2013, but no later than Sept. 13, 2013. Members in good standing who have not received a ballot by Sept. 19, should contact their local (704-394-5104, ext. 0) or call the American Arbitration Association between the hours of 9 a.m. and 5 p.m. [Eastern Time], Monday-Friday, at 800-529-5218 to request a duplicate ballot. Duplicate ballot requests should include the name, employee ID number, last four digits of the Social Security number, along with the local, craft, mailing address, and phone number. Duplicate ballots also may be requested by visiting

www.aaaelections.org/apwu.

To be valid, ballots must be in the designated post office box by Oct. 7, at 2 p.m.

Local Executive Board Endorses Candidates & Election Drawing, Continued

Cliff Guffey - President *

Oklahoma City Area Local (OK)

Greg Bell - Vice President *

Philadelphia Area Local (PA)

Mike Morris - Industrial Relations Director *

Birmingham Area Local (AL)

Elizabeth “Liz” Powell - Secretary-Treasurer *

Western Nassau New York Area Local

John L. Marcotte - Legislative/Political Director

Gaylord Local (MI)

Martha Shunn-King - Organization Director *

Sarasota Local (FL)

William “Bill” Kaczor - Health Plan Director *

Buffalo Local (NY)

Kennith L. Beasley - Regional Coordinator Southern Region

Atlanta Metro Area Local (GA)

Rob Strunk - Director Clerk Division *

Phoenix Metro Area Local (AZ)

Gregory “Greg” See - Maintenance Division Assistant Director (B) *

Mansfield Area Local (OH)

* Indicates they are the incumbent

Organizing Is My Life



Throughout life's journey there are many paths that we will cross. Life is like that- highs, lows, bumps and turns- all have an effect on what is destined to be.

Organizing is a bit like that. We've had our share of campaigns that focus on Union issues. Rebuilding and increasing membership is always a top priority.

In 2007, "A Woman's Place In Her Union" began focusing on women in the workforce. They are actively involved in the American Postal Workers Union. The participation of women as National Officers has proven to be very successful. Women have been fighters throughout this labor movement.

"Organizing Is Our Future" continued to focus on women postal workers and their role in the APWU, asking them woman-to-woman to contact female non-members to join the Union. The increase of Union membership can only be done by reaching out.

In "Organizing To Survive", we were faced with numerous challenges for all postal workers. The economy, financial conditions of the USPS, and our jobs were of a great concern. This was a reminder to *Wake Up and Step Up*..... "It's Your Job, Protect It".

This message continued through "It's All About You", we know we have to persist to work for what we have, to protect and fight with our voice, and never be silent about the importance of our livelihood and our future.

Lastly, "Are You In" had concerns about privatization, attacks on our jobs, pay, benefits and "Threats to Collective Bargaining", just to name a few. Also, in 2011, the hiring of Postal Support Employees (PSE) as part of the Clerk Craft was a highlight of our struggle. Through orientation, we had the opportunity to organize the new hires. This was a great asset to our Union and it's future.

As your Director of Organization, I try to bring energy, information and a positive attitude and outlook to both new employee's and members. I am privileged to be in this position and to have the opportunities that you all have provided to me. I want to thank President Moyer for his never-ending support of me as I work to enrich and educate the members.

Debra Geter,
Director of Organization

My union card . . .

On a practical side, my union card guarantees me a decent living wage, better working conditions and time to enjoy my home and family. It shows to whom it may concern that my rights to these things are supported by many other members of my union who seek equal rights and privileges.

But in addition to the practical values, my union card carries me into the thoughts and sympathies and the fellowship of thousands of other men and women facing similar tasks each work day.

My card entitles me to the great fund of knowledge and experience which forms the sum total of our union. It gives me

confidence in the future, come prosperity or depression.

It promotes the sisterhood and brotherhood of all members through honest work, fair bargaining, "live and let live," and just reward for all. It stands for self-support and mutual advancement . . . in brief, unending progress.

In addition, it gives me social contacts with men and women of mutual interests, permits me time for cultural pursuits and spiritual thinking.

I have chosen my life work. My union membership makes this work complete.

—The Carpenter



Andrew Ringer – Director of Research and Education

Work Hour Reductions

The Postal Service has the lowest number of career employees since 1966, plans are for even less. Every year new work hour reduction targets are set always a decrease from the budgeted hours the year before. The results are felt everywhere. The Postal Service cannot simply cut itself to viability; such actions undermine confidence in the intuition, are contrary to its universal service obligation, and accelerate erosion of its potential customer base.

We take all the possible shortcuts to get what has to be done finished. Pass over any task that can be put off until later which never comes. Everyday becomes just whatever to get through that day. The impacts of this cutting past the bone is supervisors performing our work, contracting our work out at all levels, improper cross craft assignments, and work just not getting done. These issues are being addressed in many differing ways by the Union but most important is we need each members help. Perform your job the way you were trained. If your work is being performed by a supervisor document the name time and work done and speak up. If your work is being assigned to another craft or contractor, again document and speak up. Every members input, eyes

and ears are needed to protect our jobs.

Desirable Duty Assignments

For Clerks language was negotiated into the current collective bargaining agreement giving more ability to establish Desirable Duty assignments. There is a great diversity in what is desirable to the membership. One factor to determine what is a desirable duty assignment is the number of bidders on vacant positions is reviewed. This data can be skewed if bids are not placed. If you see a job that is more desirable to you than your current position please place a bid.

Test 718

The low typing requirement test previously on numerous positions has been replaced with a basic computer skills test numbered 718. This test determines only a basic understanding of computer skills, not typing ability. If you see this test on a duty assignment which is otherwise desirable do not be intimidated and not bid due to the feeling that you do not possess the needed skills. I took the test in August and am confident that anyone with the ability to make an online airline reservation, complete an online purchase, or even get through the online application process for the test could pass.

Job Related Travel

There seems to be a lot of confusion concerning the use of PS Form 1164-E and eTravel amongst management these days. If you are requested to travel related to your job request a postal vehicle. If one is not available request that transportation be provided. If you do utilize decide to use your privately owned vehicle for travel while on the clock be sure to check with your insurance company to verify that your insurance will cover any issues. It is pretty clear on PS Form 1164-E under Section C, Line 1, that if your travel (expense) is greater than your normal commute, you are eligible for reimbursement. If your manager/supervisor didn't offer to cover your added expense please ask them for a form (PS Form 1164-E) to fill out and submit for reimbursement.



"E-OPF's"

Please visit: liteblue.usps.gov, and log in and view your "eOPF". The eOPF contains documents and information related to your employment and benefits with the USPS. While some of the documents are routine others are not and important to keep up to date. Beneficiary designations, Life Insurance and Health plan designations are all contained and viewable through eOPF. If you note a document that is incorrect, or should not be part of your eOPF make note of it and request that it be removed.

Andrew

Charlotte Area Local, APWU
AFL-CIO
3521 Mulberry Church Rd.
Charlotte, NC 28208-5639

POST ON APWU UNION BOARD

UNION MEETING NOTICE

October 15, 2013
7:30 p.m.

3521 Mulberry Church Road
Charlotte, NC 28208

Please make an 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.

*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*