

**March 10, 2010**

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, President**

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

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### National APWU Elections

In the March/April edition of the Postal Worker the National Election Committee posted the election rules for the 2010 national elections.

You will get an opportunity to read the candidates articles in the July/August edition of the Postal Worker. Ballots will all be mailed by September 15th and must be returned by October 5th.

President Burrus has announced he will not seek reelection. We must educate ourselves about the candidates in this election and make sure we take the time to vote.

All national officer positions will be

up for election. That includes our National Business Agents who directly represent our members at step 3 and arbitration. We must take our time and evaluate all candidates for election and most importantly we must vote.

After each election, national officers read a report that indicates how many people voted in each local. Locals that vote have a greater voice, than locals that don't. We must work very hard to get the vote out and support candidates that deserve our support and will work for the members of the Charlotte Area Local.

## Charlotte Area Local, 375

# UNION MEETING NOTICE

**March 20, 2010  
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.

## Things You Should Know

### L&DC TO PROCESS FLATS

Management has informed the union that they intend to process flats at the L&DC. Beginning sometime in early 2011 (unless it changes) they will move the two flat sorters from the P&DC to the L&DC.

There have been no discussions on the movement of bid positions or people. Those discussions will occur later this year.

### MORE MACHINES AT THE P&DC and the IMPACT

Once management removes the FSMs from the P&DC they will be looking for more mail processing machines to add. Those machines will be used to eliminate the need for the CSBCS machines in our stations and associate offices.

Management is currently reviewing each office with CSBCS machines and will be presenting a list of possible offices once they are done with their review. I don't expect to see such a list until later in the year.

### FSS ARRIVAL

The FSS or the Flat Sequencing System will be installed earlier than expected at the L&DC. It will be installed in November of this year. The actual acceptance is still scheduled for May 2011.

### PROTECTING OUR WORK

Many of you in our stations and associate offices do a good job of reporting violations of supervisors and rural carriers performing our work. Unfortunately, many violations go unreported.

The days of go along, to get along are behind us. If your postmaster has influenced you to leave things alone and not report violations, things must change. Every hour worked by a non clerk that is not reported will be taken from the budget the following year.

Do you have a PMR (postmaster relief) working in your office? That also is a violation of the CBA. A PMR may not work at the same time as the Postmaster and a

PMR may not be employed in an office with career clerk employees.

We will be posting forms on the web site to be completed when clerk work is performed by non clerk craft employees. This includes, station managers, postmasters, supervisors, rural carriers, city carriers, custodians, casuals and a PMR.

You don't have to decide if a violation exists, you simply complete the form and fax or mail to the union office and we will determine if a violation exists. Please remember that we only have 14 days to file a grievance, so send these forms on a weekly basis.

### CONVENTION AND CONTRACT YEAR

Delegates to the 2010 national convention will be meeting in Detroit, Michigan during the week of August 23-27th. We will be discussing numerous issues important to the membership such as our contractual goals. The delegates in attendance will pass a number of resolutions that are intended to improve upon our CBA.

Our elected officers are then required to present our issues to management at the national level. There are hundreds of such resolutions and it's nearly impossible to present that many proposals to the postal service. Our elected leaders will actually choose those resolutions that they believe serve the best interest of the membership.

Our CBA expires on November 20, 2010. I would be in favor of a contract extension for 1-2 years until we can see what happens with the economy and what actions Congress may take to either support or hurt the postal service.

An extension at the national level was suggested and based on what I've been told, rejected by the executive board. My guess the extension was rejected because this is also an election year at the national level and members of the executive board weren't sure how an extension would be received by the membership.

By all accounts this will be most difficult contract negotiations ever in the history of our union. We have a number of factors working against us. Once contract negotiations begin we will post updates on the local web site. Keep checking the web site for updates.

**GENERAL MEETING— January 16, 2010****Officer's Present:**

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

The meeting was convened at 9:32 A.M. and was presided over by President Moyer.

Tim Glass was named the Sergeant of Arms.

The meeting was opened with a prayer by Rosemary Gladden and the reciting of the pledge of allegiance.

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

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

The following are our new members Standing motion to accept: Patricia Phillips

OLD BUSINESS: NA

NEW BUSINESS:

A motion was made by Wayne Carelock and seconded by Tony Wilson that the local purchase two new computers for the union booth at a cost not to exceed \$2000.00. The motion passed.

Linda Butler spoke on FMLA issues.

President Moyer gave his January Presidents report.

Open forum was held.

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

The winners of the monthly raffle were: Ray Bright Jim Jambora

Wayne Carelock  
Secretary/Treasurer

# Old Stuff, New Process

Management has implemented an Attendance Control Process at the P&DC for clerk craft employees. This process will be expanded in the future to include maintenance and motor vehicle employees. There are also plans to expand to the stations and the L&DC.

The policies are not new, the Employee Labor Relations Manual (ELM) contains attendance control provisions. If you have ever received discipline for attendance those provisions were cited in your discipline letter.

The badges will all be stored in one location and you will be required to retrieve your badge from that location. At the end of the day your badge is to be placed in the box near the elevator.

Over the next week clerks will receive stand up talks regarding the process. We were given the opportunity to review the process to ensure it didn't violate the CBA.

Some of the issues we discussed and agreed to

change in the process were:

—> Employees returning from an unscheduled absence will retrieve their time card and swipe on the clock and will complete their 3971 while on the clock.

—> Employees will have access to their time card when leaving their operation for wash up prior to lunch.

Supervisors should be reviewing your 3972 with each clerk every month. If management intends to issue discipline the investigative interview will be conducted by your supervisor and discipline issued by your supervisor.

Your only contact with the supervisors in the Attendance Control Office will be if you are returning from an unscheduled absence.

As always you should keep a copy of your 3971 for your records. If you are brought in for an investigative interview ask for a shop steward. Protect yourself by informing management that your absence is FMLA if it applies to that particular absence.

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## PLEASE POST ON APWU UNION BOARD