

January 20, 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

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704-394-5404 (fax)

Charlotte Area Local, 375 UNION MEETING NOTICE

**February 15, 2011
7:30 p.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

Andrew Ringler, Director of Research and Education

The Collective Bargaining Agreement Article 37 contains language that both limits the number of bids, and places restrictions on bidding. This is to address just the limits on number of bids. There is a contractual difference in successful and senior successful bids. Successful indicates that the employee is fully qualified to assume the duties of the position and senior successful indicates that the employee is to enter a deferment period for testing and/or training.

Successful Bids

Article 12 limits designation as successful bidder no more than five (5) times per contract period unless such bid is to a job in a higher wage level; due to elimination or reposting (abolishment) of the employee's duty assignment; or enables an employee to become assigned to a station closer to the employee's place of residence. The current system allows employees to designate when bids are closer to home and automatically designates bids that are to higher level. When bidding to a job that is closer to home designate it as such when you place your bid as that bid will not be counted towards your five successful bids. Do not wait until a bid is disallowed to argue that a prior bid was closer to home.

Unsuccessful bids

An unsuccessful bid is one in which the employee is designated the senior successful bidder (pending qualification) and due to withdrawal, failure to qualify or other voluntary relinquishment of the employee does not assume the job. Article 37 limits employees being designated as senior successful bidder (pending qualification) to five times unless such bid is due to elimination to reposting or in order to retain saved grade.

Example of how the counting is done

Name	Posting	Job	Notes	Bid count
Super Clerk	1	123	Closer to Home	0
Super Clerk	5	456	Higher Level	0
Super Clerk	7	789	Successful	1 Successful
Super Clerk	9	112	Senior pending	1 Successful/ 1 Unsuccessful
Super Clerk	12	233	Closer to Home	1 Successful/ 1 Unsuccessful
Super Clerk	15	445	Bid due to abolishment	1 Successful/ 1 Unsuccessful
Super Clerk	21	466	Successful	2 Successful/ 1 Unsuccessful
Super Clerk	23	778	Higher Level	2 Successful/ 1 Unsuccessful

CBA

Article 12 Section 3. Principles of Posting

A. To insure a more efficient and stable work force, an employee may be designated a successful bidder no more than five (5) times during the duration of this Agreement unless such bid:

1. is to a job in a higher wage level;
2. is due to elimination or reposting of the employee's duty assignment; or
3. enables an employee to become assigned to a station closer to the employee's place of residence.

JCIM

BIDDING LIMITATIONS

An employee may be designated a successful bidder no more than five times during the duration of this agreement, unless such bid is covered by one of the three exceptions listed in Article 12.3.A.1 through Article 12.3.A.3.

Article 37.3.F.1.c

- c. A senior unsuccessful bid is one on which the employee is designated the senior bidder and, due to withdrawal, failure to qualify, or other voluntary relinquishment of the employee's rights to the duty assignment, does not become the successful bidder. If an employee exercises an option to withdraw in order to accept a duty assignment on which the employee remains a live bidder, such withdrawal does not constitute a senior unsuccessful bid.
- d. An employee who has used five senior unsuccessful bids for any reason during the duration of this agreement will not be permitted further bids unless such bid:
- (1) is to a duty assignment for which the employee is currently qualified;
 - (2) is due to elimination or reposting of the employee's duty assignment; or
 - (3) is required in order to retain saved grade.

173. After exhausting the five senior unsuccessful bids, can an employee continue to bid?

Response: Yes, but only to a duty assignment for which the employee is currently qualified, when necessary to retain saved grade, or due to the elimination or reposting of the employee's duty assignment.

APWU GENERAL MEETING - December 21, 2010

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 - Excused
Rodney Huntley – Asst. Maintenance Craft Director
Joe Flanagan-MVS Craft Director
Asst. MVS Craft Director – Vacant
Rosemary Gladden – Human Relations Director
Debra Geter-Organization Director
Linda Butler-Legislative Director
Andrew Ringler-Research & Education Director - Excused
Gerald Young – Health Plan Director - Absent

The meeting was convened at 6:00 P.M. and was presided over by President Moyer.

Tim Glass was appointed as Sergeant of Arms.

The meeting was opened with a prayer by Debra Geter and the reciting of the pledge of allegiance.

Melissa Baldwin 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 Chris Rice to accept the financials. The motion passed.

The following are our new members, A Standing motion to accept: Carol Crook, LeRoy Cook, Chris Frazier, John Bauer and Keith Freeman

OLD BUSINESS: NA

NEW BUSINESS:

A motion was made by Wayne Carelock and seconded by Chris Rice that the Charlotte Area Local purchase a window air conditioner for the P&DC union office at a cost not to exceed \$700.00. The motion passed.

A motion was made by Wayne Carelock and seconded by Chris Rice for \$2000.00 to purchase aprons. The motion passed.

President Moyer gave his 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: Rodney Huntley & Venus Abaoag-Smith.

Wayne Carelock

Secretary/Treasurer
Charlotte Area Local375 APWU

MONEY MATTERS

In the past two years we have been able to spend less than we have collected in union dues. That is a major improvement over the five years previous to that when this local spent on average \$15,000.00 more a year than they collected in dues.

During the past two years we have made improvements to the property, bought a new copier and replaced a number of computers. This past summer we had to replace the air-conditioner unit in the union office.

We have installed railings for safety reasons to the entrances of the union hall and office. We just purchased two new refrigerators for the union hall and made other improvements like fixing the roof and taking down some rotten trees.

As your secretary-treasurer it's my job to make sure the money is accounted for and that all money spent is authorized in accordance with our constitution and federal and state laws. By simply making good decisions about our phone service, workers compensation insurance, grievance processing and our business insurance we have been able to save nearly \$10,000.00 a year.

During this same period of time we have lost over 130 members to retirement and other reasons. The loss of membership has resulted in nearly \$50,000.00 less income a year. We will continue to look for ways to save money and spend your money wisely.

In the past two years we have been audited twice by the trustees of this local and had an audit performed by the Department of Labor over four days and all our records were in order.

I would like to thank Miriam Bell, Kandy Pierce and Fletcher Long for serving as trustees of the local.

Wayne Carelock, Secretary-Treasurer

WWW.CHARLOTTEAPWU.COM

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PLEASE POST ON APWU UNION BOARD