

The Corner Stone

PUBLICATION OF WATERLOO LOCAL #451
AMERICAN POSTAL WORKERS UNION, AFL-CIO
MEMBER OF APWU POSTAL PRESS ASSOCIATION



Retiree's Get-Together
Mondays at 1:00pm
University Ave. McDonald's
Across from Hy-Vee

April 2004

President's Report

By: Dwight Slaikeu



I'm kind of pushing my deadline to get this article in so I apologize if it appears that I slammed it together.

First subject - **Jury Duty**. I imagine most everybody is aware that a person may, if they so desire, change their schedule to accommodate jury duty.

In most cases I see people changing one day, usually Tuesday, because it's the first day they want you in Black Hawk County. Off you go to the Courthouse, sit for anywhere between a half hour and (ugh!) several hours. You don't get picked so it's back to work as usual.

Well, for those of you with weekdays as your NS days, read on, please. If you wish, you may change your schedule for the whole week. I don't know why we haven't run across this before now, maybe because nobody asked, but we did have the situation come up a couple weeks ago.

Say you have T/W off and you're supposed to call in on Monday night to see if you should appear Tuesday. A logical change might be to make S/S your NS days and 8-4 your hours. Keep in mind you're gambling with having to spend the week cutting Flats or something equally as exciting because when you're not at the Courthouse, you'll be at the P.O.

Please, do the change far enough in advance so if there are questions or problems there's time to get it right. When your duty ends and the county sends your huge paycheck, you can keep all of the mileage amount as well as up to \$25.00 of the per day pay (last I knew you get \$10.00 a day here). Sort of a skeleton explanation, I know, so if you get a jury notice and don't know for sure what to do, see me and we'll figure it out.

Second subject - **Make-up OT**. Please pay attention when your Supervisor assigns you OT. If it's to be make-up, they must let you know. We've had some discrepancies in that dept. lately. Actually, we've had problems in every aspect of OT lately.

Some of our managers are having a terrible time with late notices, no notices, remembering to write it down, etc., etc. If you're getting less than 1/2 hour notice or you get skipped altogether or any other of a million possibilities, please ask to see your Steward.

We can't possibly keep up with it all when you simply walk by and tell us part of the problem. Get together with the Steward so we can take a better shot at getting it right. Ask all the questions you want as you wander by, but if you believe you've had your contractual rights violated or whatever, see the Steward.

Oh, by the way, if they don't tell you it's make-up, and later try to say it is, it isn't. But please, don't play games with it, they either told you or they didn't. It's not always that easy to straighten the problem out because very often improper make-up OT causes other rotation type troubles. If we expect them to do it right then we must also do it right. Pay attention so you know for sure whether they told you or not.

Third, and last, subject - **Paychecks**. We've talked and talked on this subject, but I'm going to bring it up again...Keep track of what you're working and look at your paycheck when it comes!!! I'm hearing some awful horror stories so make sure they don't come to haunt you. The way the system is set up at this time, there is no way Dave can catch all the errors. And I've heard some of the problems don't even originate in our office.

YOU ARE THE ONLY ONE WHO WILL SEE IT - SO BE SURE YOU DO!!

That's it, see you at the meeting.

Dwight

Secretary's Report

By: Mike Burke

APWU Local 451



Date: March 20, 2004

The March meeting of the APWU Local 451 was called to order at 11:08 am. @ the OP with 18 members present.

A motion to accept the minutes as printed in the Corner Stone with minor type o's was made by Jerry Kemmer and second by Chuck Konig. Motion carried.

The Treasurers Report was read by Merri Kay Chase. Mike Burke motioned to accept as read, seconded by Linda Youngberg.

Continued....

To add a section in Article Four to read as follows:

“Section Ten: The Sergeant-At-Arms is responsible to uphold and defend this Constitution and its Bylaws. The Sergeant-At-Arms will be a liaison to the membership as outlined under Article Nine. The Sergeant-At-Arms only answers to the Membership. The Sergeant-At-Arms will provide order to the meetings, including at the request of any elected officer. The Sergeant-At-Arms will keep a record of any violations from Section Nine and keep it in a bound book. The record will consist of the name(s) of the violator(s), the violation, the resolution used and the outcome. The recorded violation will be kept for 1 year and will be expunged from the violator’s record after said time. The Sergeant-At-Arms is not a union steward, unless appointed as one. The Sergeant-At-Arms can assign a member “in good standing” to act as temporary Sergeant-At-Arms in case of absence for the maximum of one month. The temporary Sergeant-At-Arms will follow the same requirements as the elected Sergeant-At-Arms

In Article Seven, Section Six, the following should be added;

To add a new phrase at the end of the paragraph to read *“All delegates will provide the most cost efficient way to perform their duties as delegates. This includes, but not limited to, car pooling, room sharing as examples. If the membership or other officers question the cost, a detail explanation of all costs will be provided at the next available meeting.”*

Article Nine will be renamed *“Dispute Resolutions, Penalties, Sanctions, and Recall”*

Article Nine’s existing paragraph will be known as Section Six and will have the following phrase inserted in the beginning of the paragraph to say *“Section Six: ”*

To add the following sections in Article Nine to read as follows;

Section One: The Sergeant-At-Arms will be the liaison to the membership. In the event of a violation by an officer(s) has taken place, that may undermine the integrity of the Local, the Sergeant-At-Arms will investigate the violation if enough evidence is presented. After the investigation, the Sergeant-At-Arms will determine the best recourse to the member(s). The Sergeant-At-Arms will follow the investigation guidelines that are outlined in Section Two of this Article.

Section Two: The Sergeant-At-Arms will make a proper investigation using these guidelines. The Sergeant-At-Arms may take additional steps, not outlined in this guideline, that doesn’t violate this Constitution and its Bylaws. Investigation procedures are as follows:

- 1: Collect the evidence of the violation. This includes interviewing, written statements, etc.*
- 2: Determine the severity of the violation, if one exists.*
- 3: Determine best course of action from the following Sections in this Article for the violation, unless a course of action is already stated in another part of the Constitution.*
- 4: Report back to the member(s) and inform them of the proper resolution.*
- 5: If it has been determined that a violation does exist, that requires the use of section Four or above in this Article, the Sergeant-At-Arms will report to the President of the violation. If the President is the offender, the Sergeant-At-Arms will use the chain of command as outlined in Article Three, Section One for reporting the violation.*
- 6: The Sergeant-At-Arms will make sure that the proper resolution that was recommended is conducted according to this section.*

Section Three: Face to Face resolution will be used for minor disagreements between the member(s) and the officer(s). The Sergeant-At-Arms will be a neutral arbitrator for both the member(s) and the Local Officer(s). If a same or similar violation occurs more than 2 times during the same year that would normally require this resolution, the Sergeant-At-Arms will warn the violator on the second violation and inform the violator that a 3rd violation of the same will result of invoking Section Four of this Article.

Section Four: Penalty resolution will be used for minor violations. This includes, but not limited to, 3rd violation of Section Three, violation of Article Four of an officer, and such. This section does not require the membership to vote or have a meeting called and can be handled internally, if possible. The severity of the offense will be determined by The Sergeant-At-Arms and the officer assigned from Section Two of this Article. Once the violation is determined, the Sergeant-At-Arms will inform the offender of the resolution. If a 3rd minor offense of a similar or same nature happens with in 1 year, then the 3rd offense will be classified as a Major Violation. If a 2nd Major Violation happens within 1 year, then Section Five of this Article will be invoked.

The penalties are as follows:

- 1: Violating Article Four, Minor Offense, no more than 1/3 of quarterly Pay.*
- 2: Violating Article Seven, Minor Offense, no more than 1/4 of quarterly Pay.*
- 4: Major Violation will be no more than 1 quarter of pay.*
- 3: All other minor Offenses to any Article in the constitution, no more than 1/3 of quarterly Pay.*

Section Five: Sanction resolution should be used if either by a 2nd major violation from Section Four of this Article, or if an officer makes a motion at a regularly held meeting, the Sergeant-At-Arms will investigate and report back at the next meet if a possible major violation to any part of this Constitution was committed. The membership will hear all facts and evidence from Sergeant-At-Arms. If a violation was committed by an officer, a vote will be held, to determine guilt, by the membership. If found guilty by 2/3 of the vote, then sanction is proposed and must fit the crime (IE: Vice President travels to the state convention but doesn’t attend. Sanction could be banning VP from attending any convention for a period of 1 year). Sanction must be voted on by the membership with a simple majority vote.

The following is the Amendment submitted to the Local at the March meeting. The procedure of adopting the Amendment is outline in the Local's Constitution, Article Eight. You must attend the April meeting in order to vote.

Article Eight: Amendments

Section One: Proposal amendments, signed by at least ten members, shall be submitted in writing to the Secretary and shall be read at the next general meeting. The amendment(s) shall be posted on the Union board and published in the paper to be acted upon at the following general meeting, with a two-thirds majority of eligible members at the meeting for adoption.

Section two: Adopted amendments shall stand immediately unless specified otherwise within.

Short Title:

The Local Officer Accountability Amendment.

Summary:

To hold the Officers and appointed Delegates of Waterloo Local #451 accountable to the Local's membership and to provide penalties, sanctions, removal and/or recall of an Officer or Officers. This Amendment is to instill and create the required trust of its membership in the Local Officers, in order to reunite our membership.

Amendment:

The following are to add, remove, replace, modify, change, insert or reword the Constitution and Bylaws of the APWU Local 451, AFL-CIO, Waterloo, Iowa. The **bold** lettering in quotation marks is for the reference word(s) and *italicized* words inside the quotation marks are the recommended changes in this amendment. The effective date will be on adoption of this Amendment. The Secretary or the Editor will post on the bulletin board within ten days of the amended copy for review of the membership. An amended copy of the Constitution will be submitted at the next meeting in order to examine and report of any errors to the amended copy.

To add to the **Members' Bill of Rights** to read as follows;

"11: All elected and/or appointed officers, as well as appointed delegates, will place the needs of its membership above their own."

To add a section in Article Two to read as follows;

"Section Six: All new members will receive a copy of this Constitution and Bylaws upon joining the APWU and its Local. Existing Members will receive a copy of this Constitution and Bylaws within 3 days, upon request of the existing member."

To insert into Section One of Article Three, between the words "**Editor,**" and "**and Trustee**";

Insert the following: "*Sergeant-At-Arms,*"

To insert into Section One of Article Four, between the word "**Military duty**" and the period ",";

Insert the following: ", (*5*) *Sickness or Injury*"

In Article Four, Section Two the following should be modified;

The word "**S/he**" is changed too the phrase "*The President*". The phrase "**""Funds of the Union" below.**" will be replaced with "*Article Seven.*"

In Article Four, Section Three the following should be modified;

Insert the phrase "*is required to*" between the word "**and**" and the phrase "**submit an article**".

In Article Four, Section Four the following should be modified;

Replace the word "**shall**" between the word "**and**" and the phrase "**submit an article**", with the phrase "*is required to*".

In Article Four, Section Five the following should be modified;

Insert the phrase "*is required to*" between the word "**and**" and the phrase "**submit these minutes**".

In Article Four, Section Six the following should be modified;

Insert the phrase "*is required to*" between the word "**and**" and the phrase "**submit financial reports**". To add at the end of this section to read "*The financial reports will only contain expenditures of the Local's funds and reason for expenditures. Any other financial reporting information to the paper will be at the discretion of the membership during each meeting.*"

In Article Four, Section Nine, the following should be added;

To add a new paragraph to read "*Delegates chosen should equally represent all members of the local in respect of the members' department and/or division (IE: Maintenance, Clerks, etc) for the National Convention if possible. If not enough delegates can attend, representation will be determined by the members at the monthly meeting. Rotation of representation will be rotated as best as possible each year for all departments and/or divisions to provide equal representation. Delegates assigned a department and/or division, will attend the appropriate seminar and workshops before attending any other non-assigned department and/or division*".

Secretary's Report continues.....

OFFICERS REPORTS:

President's Report:

1. Dwight reminded people to keep the noise levels down and speak one at a time. Also, please keep cell phones on silent mode so they don't interfere with the taping of the minutes.
2. COPA Report-We are now at about \$1700.00 for 2004. The goal was originally set at \$4000.00. At our present rate we won't make it so the goal is now at \$3000.00 for 2004.
3. TSP-Open Season is coming in the middle of April through the middle of June (approx.). The new brochures should be coming in the mail soon. Please watch for them. Dwight reported that, via E-mails to him, the TSP Board reported that in Feb.2004 35% of TSP participants invested in no-risk government securities funds with modest and usually predictable returns. Dwight stated that their whole point, is if your not utilizing TSP to its fullest you are losing out on a lot of money for your retirement. FERS employees make sure your putting in at least 5%, otherwise, you're giving away money to the USPS.
4. The Presidents Commission-The Senate approved an amendment during debate on its fiscal year 2005 budget last week to set aside funds to enact comprehensive postal reform legislation. The amendment would establish a reserve fund to be used in bringing the bill to the Senate floor. This amendment puts the Senate on notice that they intend to move a postal reform bill this year. They plan to introduce reform legislation next month. The Senate Govt. Affairs Committee has held 6 hearings on postal reform. Most of those hearings have been outlined basically on those News Service papers posted on our bulletin board. Watch them and read them carefully. Our friends at FedEx and UPS believe that the postal service should be 100% dismantled by 2008. They also believe they should have access to everyone's mailbox. This is what they are arguing about in Washington D.C.
5. Local Matters-Transfers coming to our office. Dwight commented that he couldn't get a straight answer out of anyone on the subject. Merri Kay Chase stated that there is maintenance opening in our office. Conversion of our PTFs.-The withholding order has been taken off by Chicago. Dwight stated that the postal service management has lost the conversion form that was sent out. Hopefully they can get that mess straightened out. Our local PTFs will have seniority over transfers. Our national tabloid wants articles to put in their paper so if you have anything you want to get published get it to Dwight or Chris Salinas.
6. The seminars in K.C. consisted of stewards training and postal inspector training.

OLD BUSINESS:

1. Our next meeting is Saturday 4-17-04 at 11:00 am. at the OP.

2. Picnic Report-Stan says the picnic is either going to be the 1st or the 8th of August. Watch for the exact date in a future issue.
3. Editor Chris Salinas reported that the printer proposal that was made last month has been withdrawn due to the fact the company quit making it.
4. Steve McAhren stated that the annual fee for our newspaper of \$150.00 is going to be coming due in July. He also stated that Larry at Parkade Printers could save us the \$150.00 if he drop-ship our paper to us. However, the paper would have Cedar Falls on it instead of Waterloo. We would still be considered non-profit. Chris Salinas will check on this proposal.

NEW BUSINESS:

There is a proposal for some constitutional changes on the bulletin board. Please read these carefully. They will be discussed and voted on at the next union meeting.

Union member Jan Harp brought up a question about why discussion about seminars was not in the Corner Stone? She also suggested that it probably should be (the workshops chosen by the delegates) printed in the Corner Stone and possibly even voted on by the members as to which workshops the members want the delegates to attend at conventions.

The workshops the delegates are planning to attend this year are as follows: **Shop Stewards Training (advance), disabled veterans benefits, due process just cause, coping with stress, retirement planning, safety and health committees and OSHA violations, and the Family and Medical Leave Act.** These seminars are Thursday and Friday.

Saturday and Sunday they have the Craft conventions which means the clerk craft, maintenance craft, motor vehicle craft and support services craft all go to their designated areas and go over their own resolutions, for the main convention voting, on whether to carry them forward to the main floor or not. This is also their own little business meeting time. Monday through Friday is main convention.

A motion was made by Louis Ostlie and seconded by Chris Salinas to send a maintenance delegate to the National Convention in Los Angeles Ca. for the period of the 18th through the 21st of August 2004, with all normal and customary expenses. Treasurer Merri Kay Chase made an amendment to Lou's motion to send Chris Salinas to the convention as the maintenance delegate. Both the amendment and the main motion carried.

Union member Jan Harp raised the question as to whether or not we could have member voting on issues via a ballot box somewhere in the post office so more members could have a say in what's going on? Dwight stated that by constitution it has to be done at the union meetings.

Drawing: A motion to hold the drawing was made by Chris Salinas and seconded by Mike Burke; motion carried. The winning number was #1, Jerry Kemmer.

Motion to adjourn: Made by Jerry Kemmer and seconded by Linda Youngberg.

Members present: Jerry Kemmer, Chuck Konig, Chris Salinas, Dwight Slaikeu, Jocelyn Druvenga, Liou Ostlie, Cindy Miller, Jan Harp, Stan Drewelow, James Anderson, Linda Youngberg, Merri Kay Chase, Penney Renner, Paulette Woods, Dave Knebel, Gary Miller, Mike Burke and Steve McAhren.

FYI: The maintenance delegate plans to attend Shop Steward Training (basic), Subcontracting in Maintenance and How to Win a Maintenance Grievance.

Treasurer's Report

By: Meri Kay Chase
March 2004

At last! What the multitudes have been clamoring for a Treasurer's Report! While this treasurer still stubbornly contends that the state of the local's finances should not be divulged to management, I will certainly outline the expenditures that are made each month on behalf of the membership. It has never been the intention of any of the officer's to withhold from you, the members, where your money is being spent. However figures are not always self-explanatory, so if you ever have a question I'll do my very best to answer it.

Total March Expenditures \$4,887.72

Tri-State	2,253.47 (with \$235 outstanding)
Taxes	922.56
Quarterly Salary	918.84
Per Capita	287.50
Printer	206.45
Meeting	135.00
Printing	83.76
Phone	59.83
Misc.	20.31

Tri-State expenditure includes payment of LWOP, hotel, van rental, registration and per diem. Per Capita is the money we pay to belong to the Iowa Postal Worker's Union and to the Iowa Federation of Labor. We purchased a new printer for the computer used in the union office for grievances to replace the failing one.

If there is anything you'd like to discuss about the finances I invite you to attend your union meetings and make your voice heard. I defend anyone's God given right to complain loudly and vociferously. But if you want change, you need to complain where it will do some good. We need to hear from you, in person, not through the grapevine.

I expect our Editor Chris will edit this since I seem to have reverted to being a craba--, but I believe I'm allowed to let my feelings out too! See you at the meeting! Merri Kay

Steward Director's Report



By: Cindy Miller



Hi, Everyone I just wanted to say hello again!. I recently read an article in the state paper and I would like to share this one with you.

It was written by Missy Seeley and here is what it said:

It seems like some employees believe that their co-worker is lazy and not doing their job, then they believe that they are better than that other person, plus they have to do the work of two people. Some employees think that their co-workers are getting special privileges, etc. and they aren't. Then there is the excuse since we have to deal with this person that we have the right to do a lot of complaining about that person. Do you? Do you have the right?? WHY??? No one has the right to pass judgement on another person. No one says that LIFE is fair.

We are paid to come in, do our job and to go home. We are not babysitters, judges or the boss. We are RESPONSIBLE for ourselves, not others. Does the complaining do any good??? How do your co-workers feel about the way you talk? Do you rat on your co-workers to the SDO's or MDO's? Do you also go complaining to them?? What purpose does this serve? How does it effect your work area? Does this make you happier?? Does this make your co-workers happier to listen to the complaints?

We are created equally but we are not the same, THANK GOODNESS-- life would be pretty boring if we were all the same. Everybody's work ethics are different, their goals in life are different,, their personalities are different. That is LIFE!

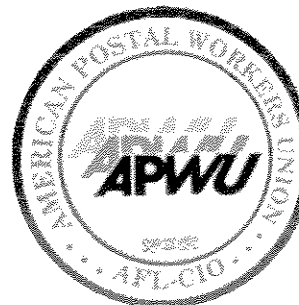
Enjoy your life and appreciate what you have, not what someone else has. Life is way TOOOO SHORT to waste your energy being miserable. Make yourself happy. Make your life the way you want to live because you may not get a second chance. Live with no regrets! BE HAPPY!

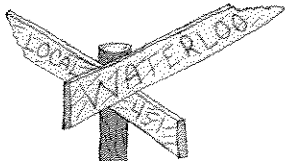
Thanks Missy!

I hope everyone can relate to this because it's about the best theory I have heard in a long time to actually comprehend. Think people.... respect yourself and your co-workers.

Also, help each other out. We are all here to do the same job. Look out for one another. Keep an open mind... That's it for now and thanks.

Cindy





The Corner Stone

AMERICAN POSTAL WORKERS UNION
WATERLOO LOCAL #451
P.O. BOX 387
WATERLOO, IA 50704

RETURN SERVICE REQUESTED

Union Meeting

April 17th @ 11am
THE OTHER PLACE
3904 Lafayette Rd
Evansdale, IA

Waterloo Local #451 Officers

President - Dwight Slaikeu	Trustees - Eddy Berry
Vice-President - Kim Karol	Stan Drewelow
Steward Director - Cindy Miller	Jenelle Brucher
Secretary - Mike Burke	Editor - Chris Salinas
Treasurer - Meri Kay Chase	

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ALL OPINIONS ARE THOSE OF THE WRITER
AND NOT NECESSARILY THOSE OF THE
OFFICERS AND MEMBERS OF THE WATERLOO
LOCAL #451

 **Come join the fun**
 **at the APWU** 
Local #451 Union Picnic! 

DATE: August 8th @ Noon

Location: Exchange Park
By the Waterloo Women's Softball
Diamonds and Riverfront Stadium.

Tableware and side dishes are requested.

**Softball will be available, so is the skate
park, volleyball, etc.**

