



The Corner Stone

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

JULY 2007



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

If My Memory Serves...

From the President's chair...



Dwight Slaikeu



Two weeks of vacation & I need to be re-trained; I totally spaced the need for a Cornerstone article this week. The meeting is Saturday as I'm sure you are all remembering.

For those of you who aren't yet aware, it was decided at the last meeting to skip the annual picnic this year. Except for what is always a good turnout of retired folks, attendance last year was horrible. Most of the active members there were the ones who put the thing together. It's pretty disappointing to go to the work and nobody shows up so we didn't get any enthusiastic volunteers to do it this year. My apologies go out to the retirees who enjoy seeing one another every year. A sad turn of events but maybe we'll get some takers next year who don't want to see it fall by the wayside.

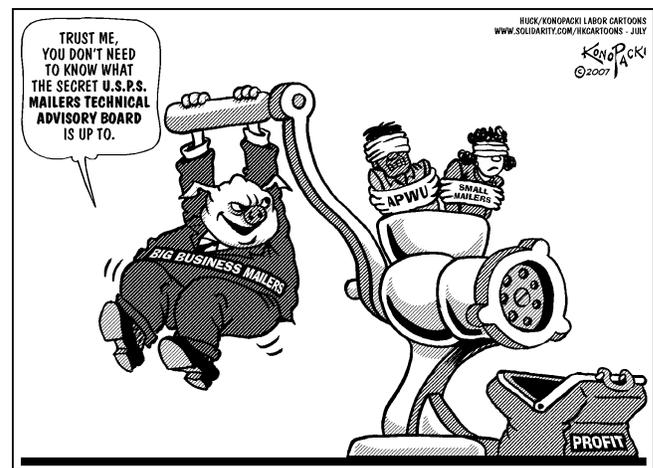
I've ordered the new national contracts but don't know for sure what their printing schedule is. As soon as we get them, you'll get them.

Keep in mind during the next open season for health insurance to take a look at the APWU Consumer Driven plan. It should be considerably cheaper than others. Be aware, though, it is not necessarily good for everyone. We have at least 2 members that I know of who had it but have gone away from it because it did not fit their needs. As always, look the plans over thoroughly, but if this one works for you, it could save you some money.

The election of National Officers is right around the corner. The ballots are due out by the middle of September. The most important ones to us, the Business Agents, are uncontested so will not be on the ballot. As for the others, while the incumbents are known, I don't know anything about the individuals running against them. If I hear anything, I'll put it on the bulletin board for you.

Well, after 2 weeks of very little contact with office issues I don't know what else went on so I'm out of subjects to write about. I only got a couple calls during that time so it must be pretty quiet, huh?

Anyway, since we're on a very close deadline to get the Cornerstone out this month I'll quit for now. If Chris gets this issue out on time I give him credit, and will see you at the meeting Saturday. If not, I hope you were there.



The Pro-Union Company

If you use a cell phone, think about using AT&T Wireless (formerly Cingular Wireless) as your next carrier. Why?

AT&T Wireless is the only cell-phone company that is neutral in its position on unions. Workers were allowed to join a union without their interference.

Let's reward a company that supports union organizing by patronizing them. You also get a discount for being a postal worker as well.



Secretary's Report



By: Mike Burke

APWU LOCAL 451

June 16, 2007

The meeting of APWU Local 451 was called to order at 11:03 a.m. at the OP with 15 members and retiree Bud Venenga present.

Motion by Gary Acuff, seconded by Glenn Staudinger, to accept the minutes of the March meeting (no meetings in April and May) as written in the Cornerstone. **Motion carried.**

The Treasurers Report, including the last 3 months, was read by Treasurer Glenn Staudinger. **Motion** to put the Report on file for review by Glenn Staudinger, seconded by Jerry Kemmer. **Motion carried.**

Officers Reports:

Presidents Report:

1. COPA-The total for this year after all allotments are in is presently just over \$4000.00. The passing of the hat at this meeting netted \$69.00.
2. Negotiations on the Local Memorandum of Understanding are completed and copies of the new agreement have been provided to the members. Changes from the last agreement are in bold print. Thanks to the committee Kim, Chris and Cindy as well as the rank-and-file committee Dave and Paulette. A few of the changes were discussed.
3. Suggested joining N.A.R.F.E., an association similar to A.A.R.P. for Active and Retired Federal Employees.
4. A reminder due to confusion on a past holiday-A.L. and S.L. are not available for use on your holiday.
5. Cingular Wireless union discount was discussed.
6. Request made to utilize your Stewards properly. If you have a possible grievance situation, go to your Supervisor and request time with the Steward. He or she can then properly investigate the circumstances and file a grievance as needed.
7. Scott Fields has replaced Cindy Miller on the E.R.R.P. team. Bob Berendes is still the other APWU team member. Take any ergonomic issues to either Scott or Bob. It is a good system if utilized properly and followed through on.

Old Business:

The next meeting will be Saturday, July 21, 2007 at 11:00 a.m. at the OP. We're still hoping to get a representative in from the Black Hawk Labor Council but that hasn't been set up yet.

New Business:

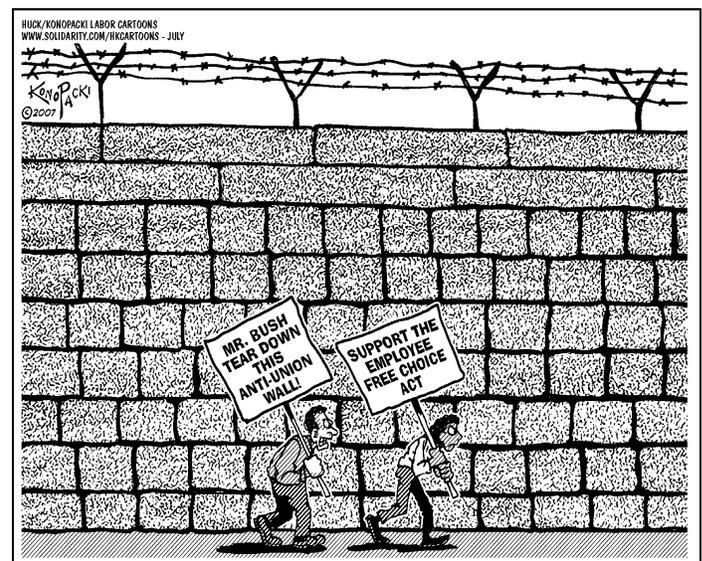
1. Need to decide if we're going to have a picnic this year or not. This item will be discussed further at the end of New Business.
2. Someone apparently put something through our shredder that destroyed it. Motion by Glenn Staudinger, seconded by Gary Acuff, to spend up to \$75.00 on a new shredder. Motion carried.

3. The Craft Conference will be November 5-8 at the Las Vegas Hilton. **Motion** by Cindy Miller, seconded by Gary Acuff, to send 2 delegates to the conference with all reasonable and customary expenses, the delegates being President Slaikeu and Vice-President Karol with Steward Director Blankenship as an alternate. During discussion, Bill Boyd offered an amendment, seconded by Steve Adsit, which was accepted, to include Steward Director Blankenship as a full third delegate. **Motion as amended was carried.**
4. The Fall Seminar will be September 28-30 in Davenport. **Motion** by Cindy Miller, seconded by Roseann Garvey, to send 6 delegates (President, Vice-President, Steward Director, and the 3 Stewards) with all reasonable and customary expenses. **Motion carried.**
5. **Motion** by Glenn Staudinger, seconded by Bill Boyd, for the President to appoint a committee to review local officer's salaries. **Motion carried.** (If desiring to be on the committee, please contact President Slaikeu.)
6. **Motion** by Roseann Garvey, seconded by Cindy Miller, to NOT have a picnic this year. Discussion included possible future attempts to have local gathering(s) of some sort other than a picnic. Further discussion included the unfortunate effect this has on our retirees. An apology to them in the event it is decided to not have a picnic was offered by Cindy Miller. **Motion carried**, no picnic this year.

Drawing: **Motion** by Jerry Kemmer, seconded by Paulette Woods, to hold the drawing. **Motion carried.** Cindy Miller won the drawing.

Adjourn: **Motion** by Glenn Staudinger, seconded by Steve Adsit, to adjourn. **Motion carried.** Adjourned 11:59 a.m.

Members present: Bill Boyd, Cindy Miller, Dwight Slaikeu, Bonnie Salinas, Glenn Staudinger, Steve Adsit, Rose Ann Garvey, Marna Creery, Scott Fields, Gary Acuff, Terry McEntee, Dave Knebel, Paulette Woods, Bill Rice and Jerry Kemmer



EMPLOYEE FREE CHOICE ACT (EFCA) Fact Sheet

The Employee Free Choice Act was introduced as bipartisan legislation by Senators Edward Kennedy (D-Mass.) and Arlen Specter (R-Pa.) as S.1041 and Reps. George Miller (D-Calif.) and Peter King (R-N.Y). The bill has passed the House, but is stalled in the Senate with the President threatening a Veto.

1. Certification on the Basis of Majority Sign-Up provides for certification of a union as the bargaining representative if the National Labor Relations Board (NLRB) finds that a majority of employees in an appropriate unit has signed authorizations designating the union as its bargaining representative. Requires the board to develop model authorization language and procedures for establishing the validity of signed authorizations.

2. First-Contract Mediation and Arbitration Provides that if an employer and a union are engaged in bargaining for their first contract and are unable to reach agreement within 90 days, either party may refer the dispute to the Federal Mediation and Conciliation Service (FMCS) for mediation. If the FMCS is unable to bring the parties to agreement after 30 days of mediation, the dispute will be referred to arbitration, and the results of the arbitration shall be binding on the parties for two years. Time limits may be extended by mutual agreement of the parties.

3. Stronger Penalties for Violations While Employees Are Attempting to Form a Union or Attain a First Contract Makes the following new provisions applicable to violations of the National Labor Relations Act committed by employers against employees during any period while employees are attempting to form a union or negotiate a first contract with the employer:

- a. Civil Penalties: Provides for civil fines of up to \$20,000 per violation against employers found to have willfully or repeatedly violated employees' rights during an organizing campaign or first contract drive.
- b. Treble Back Pay: Increases the amount an employer is required to pay when an employee is discharged or discriminated against during an organizing campaign or first contract drive to three times back pay.
- c. Mandatory Applications for Injunctions: Provides that the NLRB must seek a federal court injunction against an employer whenever there is reasonable cause to believe the employer has discharged or discriminated against employees, threatened to discharge or discriminate against employees or engaged in conduct that significantly interferes with employee rights during an organizing or first contract drive. Authorizes the courts to grant temporary restraining orders or other appropriate injunctive relief. This makes the field level because the NLRB is required to seek a federal court injunction against a union whenever there is reasonable cause to believe the union has violated the secondary boycott prohibitions in the act.

A note to all APWU Members...

This bill is important to all APWU union members. Negotiations for wages are based on union wages in the public and private sector as a comparison for the same type of work done. Without unions representing these employees, you would be making approximately 33% less than you are now based on non-union wages of the same job. This percentage is based on today's rates that were presented by the USPS during negotiations for our latest contract. Do you want keep your current wages?

If union organizing abuses by corporations and government agencies continue, you will have no choice but to take the pay cut as our union will have nothing to stand on at the next negotiation session. When that happens, we can't blame the union. We can only blame ourselves for not supporting our union beyond the dues we pay.

Make a Difference!!

Call, email or write Iowa's Senators Harkin and Grassley, as well as the President and Vice President. Demand that S.1041 should be voted on and passed for all working Americans that want a union. Contact information for our Senators is on the union bulletin board. Go to the website www.whitehouse.gov to get information to write to the President and Vice-President.

Together, we can make a difference!!



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

Waterloo Local #451 Officers

President - Dwight Slaikeu
Vice-President - Kim Karol
Steward Director - Vanda Blankenship
Secretary - Mike Burke
Treasurer - Glenn Staudinger
Trustees - Dave Knebel
Jenelle Brucher
Julie Schmitz
Editor - Chris Salinas

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**JOIN THE ACTION
ATTEND YOUR
UNION MEETING!**
July 21st @ 11am
THE OTHER PLACE
3904 Lafayette Rd
Evansdale, IA

TALK TO NON-MEMBERS



**PERSUADE THEM
TO JOIN THE UNION**

AMERICA WORKS BEST WHEN WE SAY ...

UNION YES

Members ARE
The Union!!



NON-MEMBERS of the Waterloo Local 451

Marcie Turner
Nancy Kannegieter
Tammy French
Jackie Murray
Blake Tolliver
Dave Palmer
Kim Mettner
Betty Murphy
Kathy Leyen

**A UNION IS ONLY AS
STRONG AS ITS WEAKEST
LINK!**