

# 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

## January 2005

### President's Report

By: Dwight Slaikeu



Happy New Year and I hope you all had a pleasant holiday season albeit many of you had to work at times you didn't really want to. So, here we go, another new year. Suppose it'll be any different than the last few? We have a new Postmaster, just heard we have a new Plant Manager (familiar face to those who've been around awhile) and should have a couple new Supervisors before long (old 204Bs, I assume) so we'll see.

Congratulations to those officers, some reluctantly, put back into office and to those newly elected. I appreciate your willingness to help serve your fellow members. Also, thanks to all of you who took the time to send your ballot in.

I've had contact with NBA Kessler about attending our meeting the 15<sup>th</sup>. Unless his schedule changes, it appears he will be here. I don't know at the time of this writing whether there will be others in attendance or not. The agenda will include the installation of officers as well as the selection of delegates to the Tri-State Convention coming up in March. Stop in to find out what's going on, help us make decisions, talk to the NBA(s), or just to get some free food and drink.

Due to the holidays and the constant changing of the guard, we're really bottled up in the grievance category right now. Without counting I'm going to say we have 35 or more cases sitting in various stages of Steps 1 and 2. We'll be trying to attack those as quickly as we can get someone in management to sit down with us. Sometimes that can be a little difficult. But, we'll keep plugging along and, hopefully, sometime this year we'll get some consistency going.

Besides all the grievances, we've got tons of weird, off-the-wall, strange, different and sometimes difficult questions being asked. We're also working on those at a case-by-case pace with the same problems of inconsistency popping up with different supervisors and, at times, fighting lack of communication or miscommunication between upper and lower managers. But again, we'll keep plugging along.

Those of you volunteering to use your own vehicles for postal business may be putting yourself out on a limb that

could be cut off behind you. At the time of this writing I'm trying to get some information on it. Everything I've read about it in the past lead me to believe it's a very dangerous thing to do. At the very least, you may want to check with your own insurance company so if something happens you'll already have their answer. You may not care for the USPS answer.

That's it for this month. Remember the meeting the 15<sup>th</sup>, hope to see you there.  
HAPPY NEW YEAR!!

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### My Union

What kind of Union would my Union be,  
If all the members were all like me?

You can thoughtfully ask yourself this question,  
If not, perhaps it's a wonderful suggestion.

You can sit by, find fault with all the officers here,  
To gripe about them and hope they disappear.

Or you can be the one who is always on call,  
Both ready and willing to carry the ball.

To your fellow members you soon will be known,  
As a true loyal worker, or else as a drone.

You can pass on new members, or you can refuse,  
To take any part beyond paying your dues.

You can stand on the sidelines, or jump in and play,  
You can attend every meeting, or just stay away.

You can visit their homes when members are ill,  
Or leave all the calling to Joe or to Jill.

Whatever your talents, or some job you can do,  
Ask yourself this question from this poems review.

What kind of Union would my Union be,  
If all of its members were all like me?

--- Author Unknown

## POSTAL NEWS FROM AROUND THE COUNTRY

### Postal Employees' checks missing in the mail.

12/27/2004

(KIRKSVILLE, MO)--Imagine working and not get paid for it. That's a reality for some local United States Postal workers as their paychecks were lost. Luggage isn't the only thing coming up missing on airplanes lately. Nearly 2,000 postal workers are missing their paychecks as well.

The checks were to be delivered on a Federal Express plane. It's been nearly a week and a half and still no checks to be found.

"The post office has traced them to the flight between Minneapolis and here, but that's as far as it got. We don't know what happened to them after they got on the flight so they're lost," said Kirksville Postmaster Greg Stiner.

15 employees at the Kirksville Post Office and three at the Milan Post Office are coming up short. The postmasters for both branches say the affected employees are handling the situation well.

"They're pretty good about it in this office, at least. I'm sure there are some people that are pretty upset about it," said Milan Postmaster Donald Murphy.

Anyone who uses direct deposit received their cash, the workers who get actual paper paychecks were the ones who had missing money.

"I've encouraged them to use direct deposit. If they had use direct deposit they'd had no problem," said Murphy.

Both postmasters said nobody had to go without cash if they really needed the money.

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### 12,778 packages arrive late but get delivered on Christmas.

12/30/2004

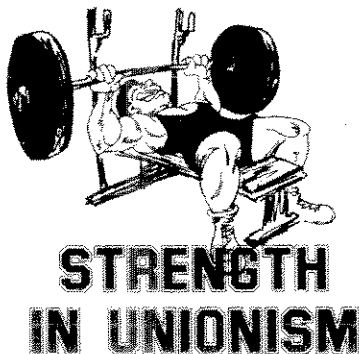
Sometimes snow, rain, heat or gloom of night *does* stay letter carriers from the swift completion of their appointed rounds. That's why more than 12,000 packages arrived at Chicago homes too late to be opened first thing on Christmas Day.

As in much of the rest of the country, transportation problems caused by snowstorms delayed the delivery of holiday presents to U.S. Postal Service hubs.

Because packages were late arriving in Chicago, mail carriers delivered 12,778 items by parcel post, priority mail and express mail on Saturday, spokeswoman Judy Winiarz said Wednesday. A lesser number, not yet determined, went out Sunday.

Ordinarily the Postal Service delivers only express mail on holidays and Sundays. But last weekend, Chicago letter carriers also brought priority mail and parcel post packages to their destinations.

"If it looked like a gift, they were taking it out," Winiarz said.



**DO YOU EVER WONDER WHAT STOPS THE  
POSTAL SERVICE FROM PAYING YOU  
MINIMUM WAGE?**

This message was brought to you by the  
American Postal Workers Union.

**ORGANIZE AND BE STRONG!**

# Commentary Page.

## Are Non-Members Your Friends?

by: Dave Stevenson, Philadelphia APWU

Non-members, we all know a few. They may even be somebody you call a friend. But are they really your friends? Think long and hard before you answer. Would a friend stick you with the bill every time you eat dinner or drinks together? Would a friend expect you to treat every time you went to see a movie? If you have friends like that, would they be your friends for long?

I didn't think so. I mean, sure, we don't mind eating once in awhile, and postal workers have shown time and again that they help each other when one of us is down on our luck, but we don't, and shouldn't, foot at bill all the time.

So now I ask you this: If you're not willing to foot the bill all the time for the stuff I mentioned above, why is it that you're willing to, without question, foot the bill for that non-member friend at work? Whether you realize it or not, that's what you're doing. Those same "friends" who don't pay dues enjoy the same benefits that you, the dues paying member, paid for. Does that sound fair to you? It doesn't to me.

How do you feel about the fact that when one your non-member "friends" files a grievance, it in turn causes the union to spend a few thousand dollars of your dues money when it goes to arbitration? To answer the question that may be going through some people's minds, we have to represent those non-members. We are obligated to do so under current labor laws. If we don't represent them they can sue the union. Sure sounds fair to me.... Not!

It's for some of these reasons that I can't fathom why it is that some dues paying members get upset when union brothers and sisters refer to these "friends" as SCABS. Maybe they don't mind paying somebody else's way all the time, but I sure do. Many times it's the same people who complain about the cost of their dues. Well, your dues are higher that you'd like, it's because you're paying the way for these non-member "friends" you have.

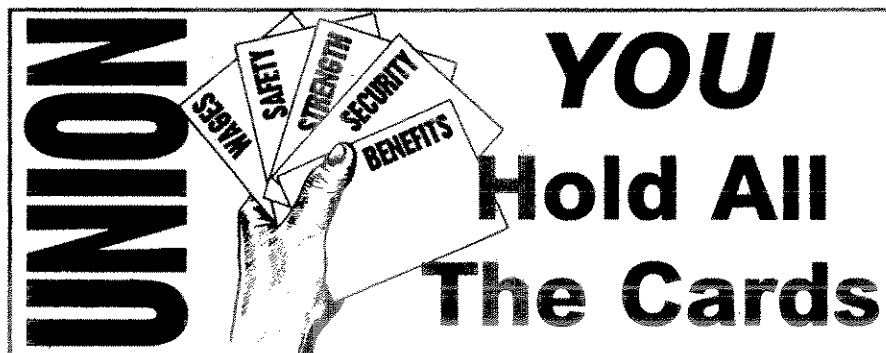
Every scab has an excuse for not joining the union. There are a very small percentage of these people who have openly said they just don't believe in unions or the labor movement. I can't really understand their thinking, but I can respect their honesty. I think they're fools, but that's just my opinion. I'm sure they probably felt the same way about me too.

The other excuses I'm used to hearing are just weak. Usually it's something like, "I don't like the way this union steward talked to me.", or "This officer didn't tell me what I wanted to hear.", or "The union just lets management do this or that to us."

The truth is, when you complain about the union, you're complaining about yourself. After all, you are the union. Don't like the way things are being done? Get more involved and try to change it. Don't like the people representing you? Get more involved and become a steward or officer and try to change things.

My favorite excuse is, "I can't afford it right now." Last time I heard this excuse I sat listening to this guy singing his financial blues, and he no sooner finishes talking about how broke he is when he starts talking about his Lexus. Uh-huh, financial blues, puhlease.

So the next time you look at those non-member "friends", remember you're paying their way all the time. You pay for every benefit they enjoy at the Postal Service. Then ask yourself, "Are they really my friends?"





# Secretary's Report

By: Mike Burke



## APWU Local 451

Date: November 20, 2004

The November Meeting of the APWU Local 451 was called to order at 11:13 am. at the OP with twenty members present and three guests.

A **motion** to accept the minutes as written in the Corner Stone was made by Linda Youngberg and seconded by Paulette Woods. **Motion carried.**

The Treasurers Report was read by Meri Kay Chase. A **motion** to accept the report as read was made by Mike Burke and seconded by Paulette Woods. **Motion carried.**

A **presentation** by our two guests Mr. Conrad Maggard and Mr. Chris Bishop on The National Dental Reimbursement Club/Dental Plan was made at this time. See the information on our bulletin board. Check it out!

### Officers Reports:

#### President's Report:

1. COPA-Dwight commented that Waterloo was still at the top of the list. He also stated that he will be sending in our contributions soon. If you have some extra cash and want to use it for COPA, get it to Dwight or in the account upstairs soon. The hat pass netted \$40.00. Good job members!
2. Ballots for our local elections have been sent out, if you didn't get one let Paulette Woods or Vein Berry know about it.
3. January meeting --- we will be having installation of officers. One or more of our business agents will be here for this function.
4. Tour 3 - has a new steward, Kelly Schneiderman. Thanks Kelly!
5. The December (No Penalty) pay period will run from Dec 4<sup>th</sup> -- 31<sup>st</sup>. Also during this time period there is no 60 hour time limit. Dwight is going to talk to management Mon. night about the 12 hour limit. They cannot make you work over 60 hrs.
6. .Paycheck mess-ups --- any problems take it to your supervisor first and try to get it fixed. Watch your next paycheck to see if it gets corrected. If your supervisor refuses to help you get it corrected, then get in touch with your steward.

#### Vice President:

Kim Karol talked about the Privacy Act and how it affects us. The main gist of the talk was that as we get older it is getting harder and harder to get information because this is the direction that America is headed, however, it seems that the postal service is heading in just the opposite direction. They want to know more and more about your personal life, such as, medical information that should be a personal nature etc.

Dwight commented that the National suggests that we not fill out the V.O.E.(Voice Of the Employee) surveys. It's your decision though.

#### Old Business:

The next meeting will be January 15, 2005 at 11:00 am. at the OP. At this time we have a talk about whether we are going to have a disaster/relief fund in our local.

At this point President Slaikeu stepped down/removed himself, and Vice President Kim Karol presided.

A **motion** was made by Dwight Slaikeu to "not have a committee and further that we do not out of the general fund give any member money back out of their dues for disaster, illness, medical or whatever". The motion was seconded by Steve McAhren.

At this time a **motion** was made to table the issue of a committee/disaster fund by Dean Price, however there was no second and thus **the motion was not carried.**

Dwight's **original motion carried.**

Kim now gives the floor back to Dwight.

#### New Business:

Kim Karol made a **motion** to purchase a new computer. The motion was seconded by Jerry Kemmer. The cost is \$299.00 with no AOL. A monitor will be donated by Greg Kuehl. The **motion carried.**

Mike Burke **motioned** to have the drawing. The motion was seconded by Jerry Kemmer. **Motion carried.** The winner was Louis Ostlie.

The motion to adjourn was made by Cindy Miller and seconded by Bob Berendes.

Members Present: Vern Berry, Dean Price, Dwight Slaikeu, Tom and Vonda Blankenship, Bob Berendes, Louis Ostlie, Linda Youngberg, Kelly Schneiderman, Stan Drewelow, Mike Burke, Dave Knebel, Greg Kuehl, Cindy Miller, Meri Kay Chase, Kim Karol, Steve McAhren, Paulette Woods, Jerry Kemmer, Gary Miller and Retiree Paul Daugherty.

# Election Results

The following is the results from the APWU Local #451 General Election in November 2004.

<b>Ballots Received:</b>	72
<b>Ballots Rejected:</b>	08
<b>Ballots Counted:</b>	64

**President:**

(X) Dwight Slaikeu (I)	59
Bob Berendes	3

**Vice-President:**

(X) Kim Karol (I)	40
Bob Berendes	21
Bob Schromen	1

**Steward's Director:**

(X) Cindy Miller (I)	53
Bob Berendes	3
Steve Adsit	1
Frank Rolf	1
Tom Blankenship	1
Kim Karol	1

**Secretary:**

(X) Mike Burk (I)	59
Bob Berendes	2

**Treasurer:**

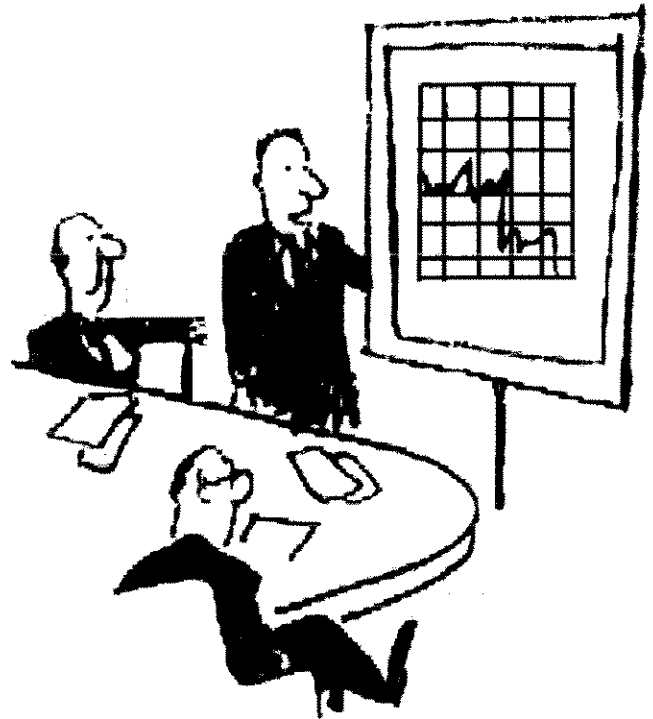
(X) Meri Kay Chase (I)	58
Bob Berendes	2
Frank Rolf	1
Diane Knoop	1

**Editor:**

(X) Chris Salinas (I)	54
Bob Berendes	2
Marcie Turner	1
Arlin Clayton	1
Larry Lavenz	1
Tonto Rodriquez	1

**Trustees: (3)**

(X) Dean Price	39
(X) Glen Staudinger	39
(X) Dave Knebel	33
Jenelle Bruscher (I)	32
Lou Ostlie	23
Anne Weltzin	16
Bob Berendes	2
Randy Weverink	1
Jan Harp	1
Lisa Henricksen	1



**"Blaming management for having low EXFC scores is pretty harsh! It would be better to blame the union workers instead!"**

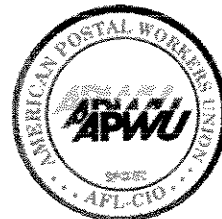
## *TALK TO NON-MEMBERS*



# PERSUADE THEM TO JOIN THE UNION

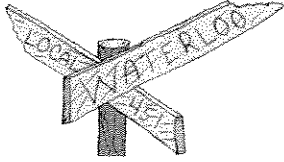
AMERICA WORKS BEST WHEN WE SAY ...

## UNION YES ✓



**Members ARE  
The Union!!**

(X) = Winners of the election  
(I) = Incumbents



## The Corner Stone

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

RETURN SERVICE REQUESTED

### Union Meeting

Jan. 15th @ 11am  
**THE OTHER PLACE**  
3904 Lafayette Rd  
Evansdale, IA

### Waterloo Local #451 Officers

President - Dwight Slaikeu	Trustees - Dean Price
Vice-President - Kim Karol	Glen Staudinger
Steward Director - Cindy Miller	Dave Knebel
Secretary - Mike Burke	Editor - Chris Salinas
Treasurer - Meri Kay Chase	

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

NON-PROFIT ORGANIZATION  
U.S. POSTAGE  
**PAID**  
Cedar Falls, IA  
Permit Number: 41

Happy New Year!

## NON-MEMBERS OF THE APWU, LOCAL 451 WATERLOO

Nancy Huffman  
Nancy Kannegieter  
Jacqueline Murray  
Kevin Bash  
Norman Tolliver  
David Palmer  
Diane Knoop  
Kimberly Mettner

**These people are non-members and we need them more than ever. Let's convince these workers that this union fought for the jobs that they are in, the vacations they take, the benefits they receive and the job protection that goes on everyday of the year.**

**The APWU stays strong because of its MEMBERS, but weaken by the NON.**