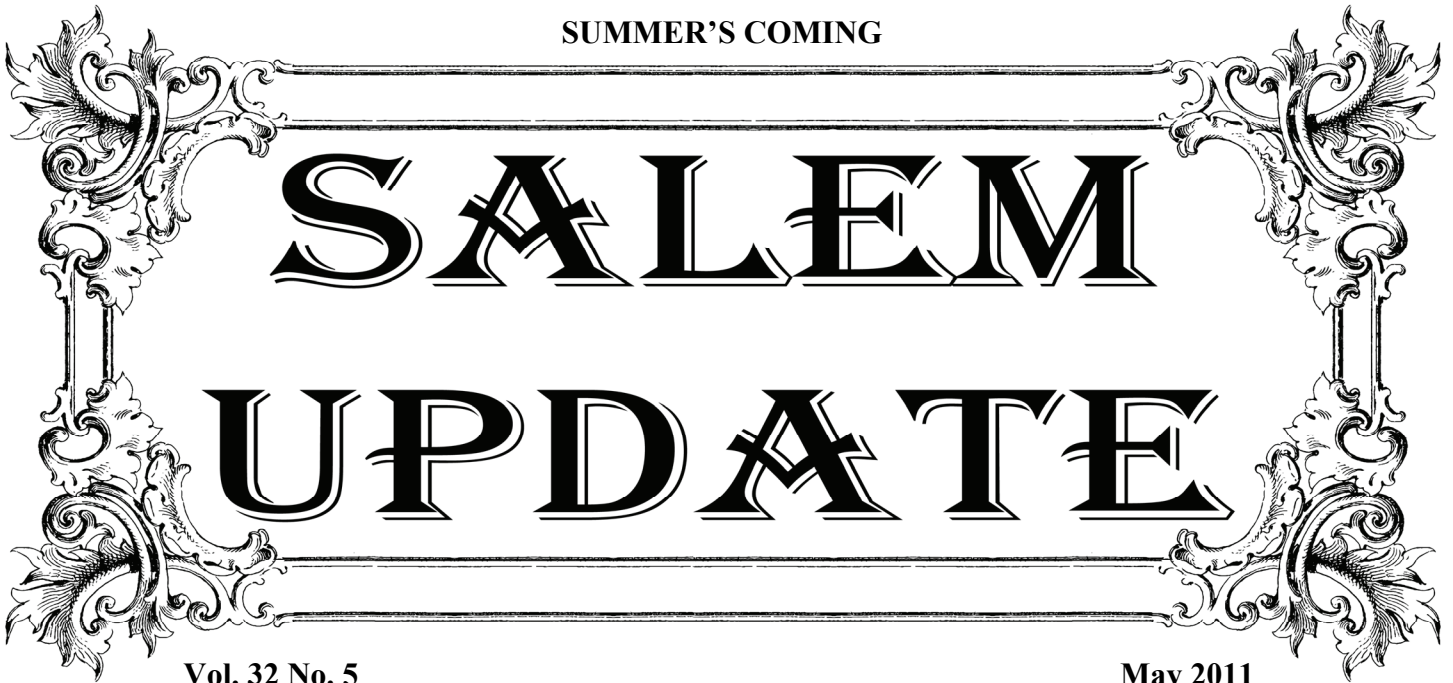


SUMMER'S COMING



SALEM

UPDATE

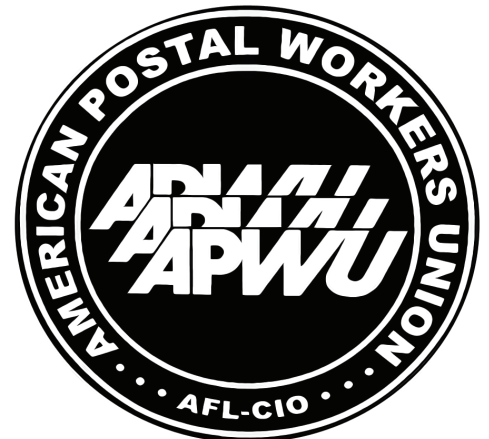
Vol. 32 No. 5

May 2011

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BBQ 4:00 PM JUNE 11, 2011	



New Contract

Janeil Payne, President

Hello everyone. I hope that by now you all know that we officially have a new contract. Yes the contract was ratified 69,451 to 22,351 despite all the negativism surrounding it. This is actually a very important event as during the current congress anything that even remotely smacks of management and labor being able to agree is considered taboo. That is precisely the reason that both APWU National President Cliff Guffey and Postmaster General Patrick Donahoe were called to testify before the Senate Subcommittee which made it clear that it was not "ok" for the two parties to have reached an agreement.

The new contract contains a 3.5 percent raise over the life of the contract which will end on May 20, 2015. It also includes 7 uncapped Cost-of-living adjustments. The first raise will take place in November 2012. There is currently a two year wage freeze on Federal pay raises which was instituted by President Obama. In addition the Union was able to negotiate to continue the no-lay -off Clause, bring back thousands of jobs to each of the represented crafts, and to limit the distance for excessing in most cases.

The really contentious part concerned the new designation of what a full time position is. The normal designation of eight (8) hours per day, five (5) days a week has changed to the new concept of non-traditional jobs which consist of any position of thirty (30) or more hours per week up to forty-eight (48) hours or less per week. This can allow for the creation of a variety of full-time schedules, including four 10-hour days, three 12-hour days, and four 11-hour days. It does come with the protection that no current Full-Time employee can be forced into a full-time position of less than 40 hours per week or more than 44 hours per week. Plus there will be no mandatory overtime for employees in non-traditional assignments or in functional areas that utilize non-traditional full-time assignments. This new designation can be especially important to those of you who are PTF (Part-time Flexible) Clerks in the smaller associate offices. We will need your help to determine what work is available to try to craft a full time position for you. The significance is that as a PTF you are only guaranteed two (2) hours when you are called into work. If we can convert you to a full time position, will you be guaranteed a minimum of 30 hours per week or more depending on the amount of hours the Union can show are available for you. Further the contract has the following provisions which may affect your office:

- There will be no Part-time Flexibles in Level 21 and above offices. These offices will be staffed by Full-Time Regulars (including non-traditional assignments) and Non- Career Assistants.
- In level 20 offices and above – No bargaining work by supervisor will be allowed
- Level 18 office – Postmasters may only perform 15 hours of bargaining unit work per week
- Level 15 and 16 offices – Postmasters may only perform 25 hours of bargaining work per week.

All the hours of bargaining unit work outside these guidelines must be performed by a clerk. We need the PTF's in these offices to help us determine the number of hours of work which are currently being performed by the postmaster but which should now go to you so that we can hopefully create full time positions. My goal is to try to get as close to 40 hour positions as possible. The contract stipulates that if the Union can demonstrate the existence of 30 hour duty assignments, management must create them. How bad would you PTF Clerks like to finally become a Full-Time Regular? We need your help to do this as you know the work available and the hours that need to be covered. If you are interested in becoming a Full-Time Regular, please contact me.

Another important benefit of the new contract is unlimited bidding on jobs that do not require training or a deferment period. This type of bid will not count toward an employees allowed number of bids for the life of this contract. What this has done is allow employees the opportunity to bid jobs which otherwise might have been lost due to reaching the maximum number of bids. This unlimited bidding would apply to jobs such as automation or manual jobs that do not require a bidder to learn a scheme or attend training.

The last thing about the contract is that we will no longer have transitional employees or casuals as these categories will be replaced with the new entry level employee known as a Postal Support Employee (PSE). These employees will be hired from a register and will be covered by the bargaining unit. They will be able to receive benefits such as leave, insurance, and raises. If there are residual vacancies that are unable to be filled by any other means the Postal Service has the opportunity to convert these em-

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known as a Postal Support Employee (PSE). These employees will be hired from a register and will be covered by the bargaining unit. They will be able to receive benefits such as leave, insurance, and raises. If there are residual vacancies that are unable to be filled by any other means the Postal Service has the opportunity to convert these employees to Full-Time Employee status by seniority. They will be hired for 360 day periods with a one week break in service. They will earn a lower wage rate than a Full-Time Employee but will be paid a higher wage than the current casual/TE employees. Our current casuals may have the opportunity for these positions if they have passed the appropriate tests.

This is by no means all this new contract has to offer the membership. It will be a work in progress as some of the details are worked out and as we learn about the new changes. We will need your input as members, especially as relates to the new Non-traditional jobs and the conversion of PTF Clerks to Full-Time Regulars. We can not do this without your input.

This August will also find us negotiating our local agreements. I would love to hear from the members of the different offices as to what you wish to have in your LMOU. We currently have them for the following offices: Salem, Albany, Sweet Home, and Dallas. I would love to negotiate one for Lebanon and if possible come up with a somewhat generic one for the smaller offices. It had been brought

to my attention that by not having some sort of LMOU for these offices, if there is a problem such as bidding for prime time annual leave, you are not actually covered by an LMOU even though you are part of our local. This is something we have the opportunity to correct. To do this I need your input as to what you wish the LMOU to cover. Please contact me as soon as possible as the time frame for all the negotiations is August through September. That does not leave a whole lot of time. We need to start preparing immediately.

I also wish to add the thought that this October will be time for the election of officers for the local once again. Please give some serious thought as to who you wish to nominate for the offices. This is your local. This is your opportunity to decide who you wish to lead it. Several of the current officers will not be seeking re-election. Now is the time to consider who you wish to have in office. Attend the meetings, make nominations, and most importantly – Vote. It would be a refreshing change to not have a white ballot election.

Our next meeting will be Saturday, June 11, 2011. It will be the last meeting before we break for the summer. Food will be served beginning at 4PM with the meeting starting at 5PM. We hope to see you there.

In Solidarity,
Janeil Payne - President



Bob's Corner Post

Bob Patterson, Vice President

The 2010 – 2015 NATIONAL AGREEMENT: It's Official. By an overwhelming majority of more than two-thirds of those voting, the former *Tentative Agreement* is now ratified by the members and will now become the new National Agreement between the APWU and USPS. For good or bad, despite all the hoopla, debate, misgivings, and other erstwhile acrimony generated as a result of the complexion and structure of the new agreement – it is what it is.

Not unsurprisingly, only about 53% or so of those 176,000+ members who were sent ballots bothered to vote on this watershed Agreement. One can only wonder why when so much was and remains at stake. The terms of much of the new language and provisions inherent in the new CBA will require an absolute proactive monitoring and enforcement by the Union and its members thus to ensure that postal management does not run amok when implementing many of the more controversial aspects. Therein is the rub.

Over the past several years it has become more than just a little obvious that many, if not in fact a significant number of APWU members simply do not care much about the enforcement of the very contract that provides them the laundry list of collective bargaining rights they enjoy. Now that the current APWU administration has managed to forge a watershed Agreement that will in effect alter the landscape of the APWU for many years to come, it seems that same or similar number of APWU members still don't give a rip. At least if the 47% who didn't vote on the contract serves as any kind of a barometer.

Things have changed, Folks! Whether for better or worse remains to be seen, but things have most certainly changed and they will change even more as this new Agreement is implemented. Make no mistake that USPS management – both at the local and national levels – will screw this thing up, take every advantage to implement those processes to management advantage that they can, and leverage weak local unions and milquetoast employees, who are disinclined to proactively enforce this Agreement.

Therefore, it is imperative that local unions and employees become intimately knowledgeable of the provisions of the new contract – those provisions that are new and those that are unchanged – and work diligently to ensure that management abides by and implements correctly *all* the provi-

sions as written and intended by the parties as negotiated. I assure you that many, if not most local postmasters, managers, and certainly first-line supervisors at present cannot begin to wrap their heads around the complexities of these many new changes.

LOCAL IMPLEMENTATION: The national negotiators did the local unions no favor by 1) negotiating such far-reaching, watershed “out-of-the-box” changes and then 2) leave the Local's an LMOU negotiating window that begins on August 1 and ending on October 1.

With the many radical and significant changes in the CBA, local unions will absolutely have to open local negotiations, whereupon LMOUs will also have to reflect many of the changes now illustrative in the National Agreement. Part of the problem, however, is that much of that which is to be implemented in the new National Agreement will not have been codified, implemented, and/or set in motion prior to the opening of local negotiations, which are to begin only 77-days from this writing!

It makes it extremely difficult to formulate negotiating strategies for both the Salem Installation, much less the smaller Associate Offices, when the local union is handicapped by not knowing what kind of new staffing metrics these offices intend to employ. Add to that, the new National Agreement has yet to be formalized as of this writing and several of the MOU's have yet to be completed.

All of which may send the local parties back to the table to work out unresolved issues over NTFT duty assignments, PSE work, F/T Flex assignments, Relief and Pool assignments that currently do not exist, Lead Clerk assignments that currently do not exist, etc., and the list goes on. Clearly the local unions have a very, very short time to prepare for local implementation what with all the changes.

When all is said and done, however, it will be up to you – the membership of the APWU – thus to ensure that this new contract and all that it involves works. It will take work. In my opinion, and many others agree, this Agreement is loaded with ponderous *unintended consequences*. However, if the local unions and their members become and remain proactive, as they always should be, “they

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should do well,” as Industrial Relations Director Mike Morris repeatedly stated.

If, on the other hand, members and their local leaders sit on their collective backsides, let local and district management run roughshod over them, and permit USPS to

plement this Agreement piecemeal, then you will get what you get.

The Constitution, the law, a contract is only as good as its enforcement. The only way they can take away your rights is if you give them up willingly! Bp...

Clerk Craft Affairs Chuck Hentz, Clerk Craft Director

Well, Ladies and Gentlemen, we have a new Collective Bargaining Agreement, or in everyday terms, a new contract. Whether this contract is good or bad remains to be seen. A huge thank you to all who voted, and shame on you who did not. The new contract will have its challenges and the Union and Management will share some growing pains as we implement the new ideas in the contract. It is important as this happens, that

employees observe what is happening, and if they think it might be a violation of the contract, to bring it to your steward's attention. We as stewards are not everywhere, nor can we see everything. Bring things to our attention if you suspect violations of the contract.

I look forward to seeing a good turnout at our next Union meeting

-- GENERAL MEETING MINUTES --

April 23, 2011

The April 23, 2011, General Meeting of the Salem Area Local #604 was called to order at 4:15PM by President Janeil Payne. A motion was M/S/P to accept the March meeting minutes as written.

REPORTS OF OFFICERS:

Secretary-Treasurer Debra Patterson: No new members the past month. Debra went over the State Convention expenditures; still missing parking vouchers from Fred and Patrick.

Maintenance Craft Director Bob Budlong: Bob reported that he spoke with management about the accumulated dust problem at Vista Station and the Custodian not being able to finish the job before the loft was needed back at the Plant. A special contract company will be moving and putting in the electric work on the movement of the systems above the AFCs.

Clerk Craft Director Chuck Hentz: Chuck reported on local clerk grievance activity. Employees are having problems with SDO Breedlove at the Plant; Chuck wants to know who is having problems and what those problems are so proper actions can be taken. Without recommending one way or the other, Chuck encouraged all members to vote on the T/A, but Vote!

Vice-president Bob Patterson: Bob reported on the Tentative Agreement meeting last Sunday. 22 people attended and many stayed all day. Bob gave his predication on the vote on the T/A, suggesting about 26% of the local members will cast their ballots and 35 to 50% nationally will vote. There was considerable discussion on the Tentative Agreement in conjunction with Bob's report. A bit of information Bob got off the APWU website reports numbers for current APWU

membership as of 4/20/11: 170,000 +/- members and non-members 34,000.

President Payne's Report: Janeil reported on grievance activities in the AO's. There are two employees from Sunset DDC looking in to transferring to Salem. We have four jobs still being held under Article 12 that they can choice from. Negotiations on the LMOU's will be open on August 1st for 60 days assuming the T/A is ratified. We have at least four LMOU's to negotiate locally in Salem, Albany, Dallas, and Sweet Home and may consider opening local implementation for other AO's as needed considering the impact of the new contract and its many significant changes.

Old Business: None

New Business: Next meeting we need to be looking at the All-Craft Craft conference scheduled for October, selecting an LMOU negotiation committee and teams and look towards local elections this fall.

Good of the Union: Pot-of-Glock = \$68: Steve Fahndrich's name was drawn but he was not present to win. The next meeting the pot will increase to \$70.

Door Prize Winners: Sue Hudson, Chris Stengrim, Bob Patterson and Fred Deleon

NEXT MEETING: Saturday, June 11th, 2011 @ 5:00 PM ("BBQ" and Potluck a @ 4:00PM)

Members: Patrick Fortune, Edyne Leavenworth, , Kathy Bonney, Alissa Prantt, Chris Stengrim, Mark Younger, and Sue Hudson

Officers & Stewards: Janeil Payne, Bob Patterson, Debra Patterson, Chuck Hentz, Tracy Brown, Bob Budlong, Fred Deleon, and Karl Hegney.

Adjourned: 6:45 PM

Respectfully submitted:

Debra J. Patterson / Secretary-Treasurer
Salem Area Local #604
American Postal Workers Union, AFL-CIO

TSP Watch

The G, F, C, S, and I, Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis. The changes in share prices reflect net earnings after accrued TSP administrative, trading costs, and investment fees.

	G	F	C	S	I
April	0.25%	1.28%	2.96%	2.94%	6.03%
Last 12 Months	2.69%	5.49%	17.19%	24.53%	20.23%

By The Numbers

Debra Patterson, Secretary– Treasurer

Applying for Retirement? Here are some frequently asked questions about retirement. The questions and answers come from the U.S. Office of Personnel Management (OPM) for Federal Retirees.

How can I apply for retirement? To qualify for payments from the Civil Service Retirement System (CSRS) or the Federal Employees' Retirement Systems (FERS), you must submit a retirement application, Standard Form 2801 (CSRS) or 3107 (FERS).

Where should I apply? If you are still working, submit it to your employer. Human Resources Shared Services Center (HRSSC) at 1-877-477-3273 and select Option 5 to request an annuity estimate. You'll need your Employee Identify Number, and PIN #.

Who can receive an annuity? If you meet the requirements for a retirement benefit, you are eligible to receive an annuity based on your length of service and your highest three consecutive years of pay. The information in your application is used to determine if you are applying for a disability option, a regular or early-out option, or a discontinued service annuity. It is also used to check the service listed on your payroll records.

Who processes my application? Both the personnel and payroll office in your agency and OPM are responsible for processing your annuity claim.

Can I speed up my processing time? You can help reduce delays in processing by submitting your application in advance and by making sure your Official Personnel Folder (OPF) is complete. If you submit your paperwork early, your personnel and payroll offices will be able to complete their action before your retirement date.

How does my personnel office process my application? Your personnel office must take the following actions to process your retirement application:

- Complete the "Agency Check List of Immediate Retirement Procedures, Standard Form 2801, Schedule D (CSRS) or 3701-1 (FERS).
- Prepare and obtain your signature on the "Certified Summary of Federal Service," Standard Form 2801-1 (CSRS) or 3701-1 (FERS).
- Verify any service not fully documented in your OPF. If documentation is missing, verification may be obtained by contacting federal record centers. If the personnel office is unable to obtain verification, OPM will complete verification upon receipt of your retirement application and records. However, this process will cause a delay in processing.

- Certify and transfer your coverage under the Federal Employees; Group Life Insurance (FEGLI) program to OPM.
- Transfer your enrollment under the Federal Employees' Health Benefits (FEHBI) program to OPM.
- Prepare Standard Form 50, "Notification of Personnel Action."
- Send all of your retirement materials to your payroll office.

What happens after my personnel office processes my application? After your personnel agency takes action, your agency payroll office:

- Authorizes your final pay check and lump sum payment of unused annual leave;
- Prepares your "Individual Retirement Record." Standard Form 2806 (CSRS) or 3100 (FERS) which reflects service, salary history, and annual retirement contributions.
- Forwards all retirement documents to OPM.

How do I know my claim was processed? When we received your retirement application, OPM will notify you and will provide a civil service claim identification number (a seven-digit number preceded by "CSA"). You must use that identification number whenever you contact OPM about your annuity.

Who should I call if I have any questions about my claim number? If you need to contact OPM before you receive your claim number, first contact your former payroll office to find the date your records were transferred to OPM. Your payroll office should provide you with the number and date of the Register of Separations and Transfers. You will also need your Payroll Identification Number.

Can I get payments before my claim is processed? As soon as we get all your retirement records, we provide "Interim: payments. These payments are usually made in four days or less, on the first business day of each month. We try to provide you with income until we finish processing your application. Interim payments can only be authorized if your record clearly shows your eligibility for retirement.

How much will my interim payment be? Generally, interim payments average more than 85 percent of your final benefit. However, they may be less if:

1. You have received a refund for retirement deductions previously paid.
2. You have service (after October 1, 1982) not covered by the retirement system.
3. You have service for which you have not paid a deposit.

When can I receive my first interim payment? If your records are complete, you will receive your first interim payment approximately

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7 to 14 days after you receive your acknowledgement letter.

How does OPM process my claim?

- Obtains missing information from your retirement documents.
- Determines your eligibility for any annuity and continued health and life insurance coverage.
- Computes the amount of your annuity.
- Sends you materials concerning:
 1. your survivor benefit election;
 2. the alternative form of annuity;
 3. rollover to an IRA, (or if you are a FERS MRA +10 retiree);
 4. your annuity commencing date.
- Authorizes your annuity payment by the Department of the Treasury.
- Sends you an annuity statement.

When are my checks due? Regular monthly payments are due the first business day of the month immediately preceding.

How long does it take to process my application? If your

retirement records are complete upon receipt and an election of a benefit is not required, the processing your claim will be completed in approximately five weeks, an additional three to four weeks may be added if a benefit elections required.

To start your retirement you will need to call Human Resources Shared Services Center at 1-877-477-3273 and select Option 5, you will need your Employee ID number and Pin for this call. When you set your retirement date you will receive your annuity estimate. In two to three weeks a retirement package and forms will be sent to you. When HRSSC receives your returned filled out forms back the prospective retiree will be contacted to set up a one-on-one phone consultation counseling session. If you have any questions, **always** have your retirement reference number available.

NOTE: Once your retirement annuity has been established by OPM and you begin receiving your annuity, it is almost impossible, if not impossible, to correct or change any errors in the computation of your retirement benefits. So, make sure that all of retirement computations are accurate before you submit the final forms



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Chuck Hentz

Editor/Salem Update
Patrick Fortune
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Subject line: Salem Update

Local Data Administrator
(Vacant)

Associate Office Director
(Vacant)

Director of Organization
(Vacant)

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Albany Director*
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Health Plan Director
(Vacant)

Legislative Director
(Vacant)

*Indicates Executive Board Members

Tour 1 Manual: Karl Hegney
Tour 2 Automation: Janeil Payne
Tour 2 (Exec): Linda Klosterman
West Salem: (Vacant)
Hollywood/Oak Park: (Vacant)
Maintenance: Vacant

Salem Main Office Stew-

Tour 1 Automation: Tracy Brown
Tour 3 Manual: Chuck Hentz
BMEU: Linda Klosterman
Vista: Vacant

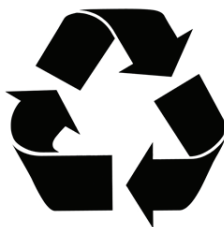
(R) Indicates Retired Officer

Tour 2 Manual: Janeil Payne
Tour 3 Automation: Chuck Hentz
Tour 2 (MO): Linda Klosterman
Pringle: (Vacant)
Keizer/Brooks: (Vacant)
MVS: (Vacant)
DCU: Fred Deleon

Representing: Salem, Albany, Stayton, Dallas, Willamina, Sweet Home, Lyons, Independence, Aumsville, Lebanon ,Turner & Monmouth.

Alternates:

Tour 1: Janeil Payne
Tour 2 Mail Processing: Linda Klosterman
Tour 3: Tracy Brown/Karl Hegney



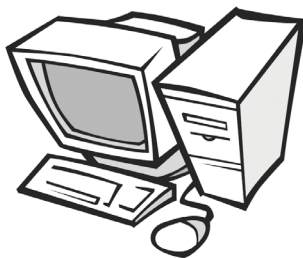
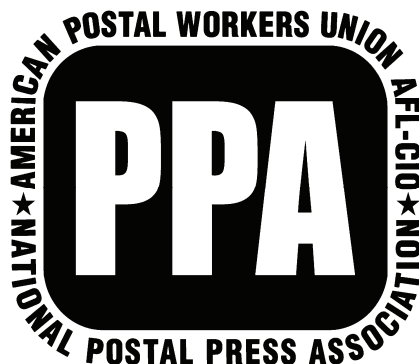
Associate Office Stewards:

Albany Steward: (Vacant)
Dallas Steward: (Vacant)
Sweet Home Steward: (Vacant)

Editorial Policy:

The *Salem Update* is published 8 times a year. Contributed articles will be welcome and will express the opinions of the writer, and not necessarily the opinions or policies of the Union or Editor. The Executive Board reserves the right to refuse to publish any item which in their opinion may be detrimental to the Union. All articles are due five days after the general membership meeting.

“Contributions or gifts to COPA are not deductible as charitable contributions for federal income tax purposes. COPA will use the contributions it receives for political purposes, including making contributions to candidates for federal, state and local offices, and addressing political issues of public importance. Contributions to COPA are voluntary. More or less than the suggested amount may be given, and the amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.”



www.Salem604.org

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Next Meeting

June 11, 2011

1700 Hours (5:00 PM)

BBQ At 1600 Hours (4:00 PM)

At the Union Office

780 Commercial St SE

Suite 106