

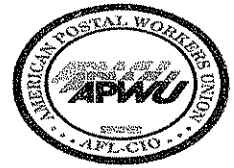
December 3, 2009

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, President  
lmoyer@charlotteapwu.com



Charlotte Area Local, American Postal Workers Union

704-394-5104 (office)

704-394-5404 (fax)

### VOLUNTEERS NEEDED

As 2010 approaches the local is looking for members to help plan events, help with a project around the union office or offer up a special skill that would make our operation run better.

We especially need a picnic committee to begin planning for next years picnic.

Other events such as the Labor Day parade or the Holiday Drop-In could be improved if we have volunteers to make plans and follow through with the event.

Maybe there is something else you would like to suggest and assist in organizing for 2010? Now is the time to step forward and offer a helping hand.

You can email me or call the office to get involved.

**ON BEHALF OF  
THE LOCAL  
EXECUTIVE  
BOARD,  
I WOULD LIKE TO  
WISH YOU AND  
YOUR FAMILY A  
SAFE AND  
WONDERFUL  
HOLIDAY SEASON**

**CHARLOTTE AREA LOCAL, APWU**

## UNION MEETING NOTICE

**December 15, 2009  
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

### PAY RAISE

There will be a 1.2% wage increase on November 21, 2009 that will appear in your December 11, 2009 paycheck.

### WEINGARTEN RIGHTS

The parties have agreed that our members are entitled to union representation during an investigatory interview which the employee reasonably believes may lead to discipline.

This right must be asserted by the member at the time of the interview and is not an assumed right. If you don't ask they won't offer.

The Weingarten rule also includes the right to a pre-interview consultation with a steward, prior to meeting with management, inspection service or OIG inspector.

The employee has the right to a steward's assistance, not just a silent presence, during an interview covered by Weingarten. Your rights are violated when the union steward is not allowed to speak or is restricted to the role of a passive observer.

### COOPERATION IN INVESTIGATIONS

Section 665.3 of the ELM states: "Employees must cooperate in any postal investigation, including Office of Inspector General investigations."

To invoke your Weingarten rights you must reasonably believe that the interview may

lead to discipline.

Cooperating in an investigation doesn't require a written statement. You can answer questions or provide a narrative of what occurred, but nothing requires you to make a written statement.

### EMPLOYEE SURVEYS

The position of our national union is that we don't participate in employee surveys. I'm not sure if anyone has ever explained the reasons for taking this position.

I have attended a number of national contract negotiation sessions. And without fail the USPS has relied on the results of the survey to influence our wages and working conditions.

They use the results to demonstrate to the arbitrator that we are happy and don't need raises. I'm not kidding, it really happens. Your responses on the survey are used against all of us during contract arbitration.

### PROGRESS WITH THE POSTAL ACT OF 2006

In a presentation given on November 18th by Patrick Donahoe, Assistant PMG to the highest levels of postal management the following numbers jumped out at me:

#### WORKHOUR REDUCTIONS in FY09

Total Workhours (WH)	115million
Mail Processing WH	42 million
City Delivery WH	28 million
Customer Service WH	25 million
Administrative WH	<b>6 million</b>
(Administrative & General Management)	

Note: The smallest reduction was in management!

**Charlotte Area Local 375, APWU - GENERAL MEETING  
October 20, 2009**

**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	Rodney Huntley – Asst. Maintenance Craft Director
Charles Oats – MVS Craft Director	Vacant – Asst. MVS Craft Director
Rosemary Gladden – Human Relations Director	Debra Geter – Organization Director
Linda Butler – Legislative Director	Andrew Ringler – Research & Education Director
Gerald Young – Health Plan Director	

The meeting was convened at 7:32 P.M. and was presided over by President Moyer.

Tim Glass was named the Sergeant of Arms.

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

Cindy Foster made a motion and seconded by Tony Wilson to accept the minutes. The motion passed.

Andrew Ringler made a motion and seconded by Becky Cloninger to accept the financials as presented. The motion passed.

The following are our new members:        Joanne Thompson

**OLD BUSINESS: NA**

**NEW BUSINESS:**

A motion was made by Wayne Carelock and seconded by Andrew Ringler to transpose the meeting so that Jonathon Bray AFL-CIO could speak to the body. The motion passed.

Linda Butler talked about the voting for the city of Charlotte offices and the newsletter.

Cindy foster spoke on private sector employees creating a union.

President Moyer gave his report.

Open forum was held.

Bob Case made a motion and seconded by Linda Butler that this local give Andrew Ringler a hand on a well deserved job on the casual in lieu of clerk craft case on winning 1.7 million dollars that he prepared at the local level. The motion passed.

Genetha Steele read a poem to the members.

Coordinator Bill Sullivan spoke to the body on Article 12 meeting being held on 10-21-09 in Charlotte.

There was a debate in reference to the replacement of the office secretary with the secretary/treasurer and whether or not this was a proper action and did it violate other portions of the constitution of the Charlotte Area Local.

A motion was made by Bill Lanuto and seconded by Wayne Carelock to adjourn. The motion Passed.

The winners of the monthly raffle were:        Tony Wilson        Venus Aboag - Smith

Wayne Carelock  
Secretary/Treasurer  
Charlotte Area Local375 APWU

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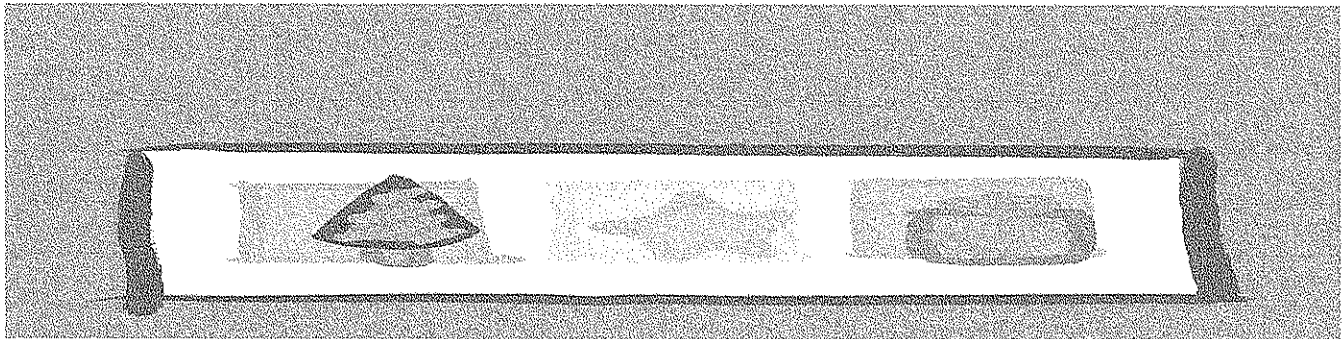
# Holiday Drop In

**Date:** **December 22, 2009**

**Time:** **7:00 am - 4:00 pm**

**Location:** **Union Hall**  
**3521 Mulberry Church Road**  
**Charlotte, NC 28208**

(Food and music all day, stop before or after work or during your lunch break)



Charlotte Area Local, 375  
American Postal Workers Union  
3521 Mulberry Church Road  
Charlotte, NC 28208

**PLEASE POST ON APWU UNION BOARD!**