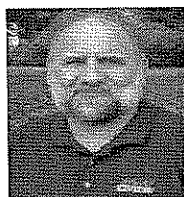


January 5, 2010

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)

EMAIL UPDATES AND WEB SITE

We have a good number of members now receiving email updates from the local. Unfortunately, we still have a larger number of members who don't receive email updates.

To register for email updates visit **www.charlotteapwu.com**. You will need to provide name, craft, office and email address. You can choose to receive job information from the Charlotte bid cluster only or all information from the local.

We try to limit the emails to one a week. You will receive the weekly PCO, vacant jobs and job awards. You

will also receive this newsletter once a month right to you computer.

For whatever reason we are receiving electronic notices that emails being sent to some members are being rejected. Please make sure your email address is correct.

In the near future we will be deleting those emails to eliminate the error message.

Please take the time to visit the web site weekly and if you have any suggestions please email me at:

lmoyer@charlotteapwu.com

CHARLOTTE AREA LOCAL, 375

UNION MEETING NOTICE

January 16, 2010
9:30 a.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

Administrative Leave for Acts of God

I for one hope that the weather cooperates and we don't see any other major snow storms this year. But if we do there are provisions in the ELM that allows your postmaster and installation head to grant up to 1 day of administrative leave. District Managers and PCES Plant Managers such as Scott Raymond can grant up to 3 days of administrative leave.

If we have a major snow storm and affected employees can't report, we will evaluate the circumstances prior to filing a grievance for administrative leave. What must occur is that every employee must provide a written statement as to what efforts they made to get to work.

The burden shifts to the union and each employee to show that you exercised reasonable diligence and still couldn't make it to work. Your written statement must include your efforts to shovel your driveway, but the road was blocked. Or that the roads in your town weren't plowed until near the end of your shift. No bus service?

Without written statements detailing your efforts to report to work, success with an administrative leave grievance will be difficult.

The ELM 519.211 defines an Acts of God as:

"involve community disasters such as fire, flood, or storms. The disaster situation must be general rather than personal in scope and impact. It must prevent groups of employees from working or reporting to work".

ELM 519.213 states in part:

"postal officials determine whether absences from duty allegedly due to "acts of God" were in fact, due to such cause or whether the employee or employees in question could, with reasonable diligence, have reported to work".

Assigning Unencumbered Employees

The JCIM answers all your questions about assigning unencumbered employees. Question #221 on page 211 of the JCIM answers the question, "In what order must unencumbered employees be assigned to the same or higher level?"

After the assignment of preference eligible clerks, Article 37.4.C.1 requires that unencumbered employees be assigned in the following order:

1. currently qualified
2. Partially qualified employees
3. Employees not currently or partially qualified

Article 37.4.C.5 is applied in the following order:

- A. Currently qualified: Offer by seniority, assign by seniority
- B. Partially qualified: Offer by seniority, assign by seniority
- C. Not currently qualified or Partially qualified: Offer by seniority, assign by seniority

Unencumbered employee who is detailed to a non-bargaining unit position is not available for assignment to a residual vacancy in the same or higher level, but would be available to a lower level assignment.

Unencumbered employees who have reached MMI (maximum medical improvement) may be assigned to a residual vacancy if the employee is physically capable of performing the core duties of the assignment with reasonable accommodations.

There were changes made in the 2006-2010 contract negotiations that implemented many of the rules listed above. Please familiarize yourself with the CBA and JCIM if you are an unencumbered employee.

Unencumbered employees are encouraged to bid on all future postings. Management will be assigning unencumbered employees into residual vacancies. By bidding you have limited control over where you work.

Charlotte Area Local 375, APWU
GENERAL MEETING - November 21, 2009

Officer's Present:

LeRoy Moyer – General President
Genetha Steele – Clerk Craft Director
Jim Jambora – Maintenance Craft Director – Excused
Charles Oats – MVS Craft Director – Excused
Rosemary Gladden – Human Relations Director
Linda Butler – Legislative Director
Gerald Young – Health Plan Director - Absent

Wayne Carelock – Secretary-Treasurer
Melissa Baldwin – Asst. Clerk Craft Director
Rodney Huntley – Asst. Maintenance Craft Director
Vacant – Asst. MVS Craft Director
Debra Geter – Organization Director - Excused
Andrew Ringler – Research & Education Director

The meeting was convened at 9:33 A.M. and was presided over by President Moyer.

Tim Glass was named the Sergeant of Arms.

The meeting was opened with a prayer by Rosemary Gladden and the reciting of the pledge of allegiance.

Tony Wilson made a motion and seconded by Ray Knabbe to accept the minutes as presented. The motion passed with an amendment made by Bob Case and seconded by Deborah Millen and the minutes was amended.

A motion was made by Ray Knabbe and seconded by Tony Wilson to accept the financials. The motion passed.

The following are our new members: Wayne Allen

OLD BUSINESS: NA

NEW BUSINESS:

Genetha Steele made a motion and seconded by Deborah Millen that President Moyer give a report on the \$5000 voted for the year training at the next meeting. The motion passed.

Cindy Foster spoke about the Hickory meeting held by the post office.
A motion was made by Kirk Johnson and seconded by Niraj Amin to rent out the Union Hall to generate more income and Ray Knabbe amended the original motion to make a study on renting out the Union Hall and bring back to the body within 2 months. The motion passed.

Linda Butler talked about the dues increase of .62 cents.

Wayne Carelock made a standing motion and seconded by Tony Wilson that we send the officers of the Executive Board to the National APWU sponsored seminars and conferences, with expenses paid (airfare, mileage, hotel, per diem, registration and shuttle cost). And to further authorize the General President to attend any of the aforementioned seminars or conferences with expenses paid. The motion passed.

Wayne Carelock made a motion and seconded by Ray Knabbe that the Charlotte Area Local hosts a Holiday Drop-in on a date to be determined at a cost not to exceed \$1750.00. The motion passed.

Rosemary Gladden spoke on back packs for Veterans and the items in them for the homeless Vets.

Bob Case made a motion and seconded by Linda Butler to purchase three backpacks and pay the postage to mail them. The motion passed.

Linda Butler asked if you know of any members retiring please let the Union Office know so that we can honor them.

Open forum was held.

A motion was made by Joe Hall and seconded by Tony Wilson to adjourn. The motion Passed.

The winners of the monthly raffle were: Rodney Huntley Wayne Carelock

Wayne Carelock
Secretary/Treasurer
Charlotte Area Local 375 APWU

A Clear Picture

A recent study by the Postal Service proudly reports the low cost of processing automated letters: just \$6.17 per 1,000 pieces. What the analysis neglects to mention, however, is the wide disparity between USPS processing costs and the discounts the Postal Service grants major mailers for "worksharing."

It costs six tenths of one cent to sort and process each automated letter, but the USPS deducts 10.5 cents per letter from the price of a stamp for mail consolidators and major mailers who print a bar-code on their letters and pre-sort them to the 5-digit zip code.

For 1,000 automated letters, which cost the USPS \$6.17 to process in delivery sequence, the Postal Service "forgives" \$105 in discounts for a portion of the work required to sort the mail into delivery sequence,

resulting in a loss of \$98.83 per 1,000 automated letters. That amounts to a loss of \$98,830 for every 1 million letters.

I have repeatedly expressed the union's opposition to excessive workshare discounts that shift the costs of postal services from large mailers to individual users. And I have frequently pointed out that the law governing the USPS stipulates that discounts ***must not exceed the postal cost avoided.***

Despite the outrageous USPS giveaways to major mailers, our critics suggest that the Postal Service's financial crisis can be addressed by reducing employee wages!!!

William Burrus
President

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

PLEASE POST ON APWU UNION BOARD!