

LOCAL 88 NIXIES

VOLUME II

JANUARY 1969

"IN MEMORIAM" Pat Detwiller

It came as a great shock to hear that we lost our National President, E. C. "Roy" Hallbeck. Death came suddenly on January 14, 1969 in Washington, D. C. It will be a long time before we will find a man that will devote so much of his personal time to the benefit of Post Office Clerks. I never had the opportunity to meet the man, however in talking with several of the other National Officers, they agreed that no one man spent so much time for the benefit of the clerks. His one main object in later years was to see the completion of a merger with the National Postal Union. At present the National Executive Board is in session to try and reach this goal. It has been repeated many times at our State Conventions by our North Dakota Congressmen: With a man like Roy Hallbeck down there in Washington Lobbying for you clerks, you have the finest man available." We certainly must take our hats off to his wife, Elizabeth and his daughter, Anne, as they must of spent a great many countless hours waiting for their husband and father to complete his day. The burden of the Presidency is now in the hands of Francis S. Filbey, we hope the fine leadership will continue.

ANNUAL LEAVE - 1969 Mel Johnson

The first quarter Labor Management meeting was held on January 15, 1969 and the principal item on the agenda was the 1969 annual leave program. We are directed by the National Agreement to meet not later than the Month of January to implement the vacation program. The employee should read and use the following paragraphs when planning his vacation. Article XVI B. 5 National Agreement.

Except as provided in 5c, regular and career substitute employees shall be granted annual leave during the choice vacation period(s) as outlined in 5a and 5b.

A: Regular and career substitute employees who earn 13 days annual leave per year shall be granted one choice of up to 10 days continuous annual leave during the choice vacation period(s). The number of days leave, not to exceed 10, shall be at the option of the employee.

B: Regular and career substitute employees who earn 20 days or 26 days annual leave per year shall be granted one choice of up to 15 days continuous annual leave during the choice vacation period(s). The number of days annual leave, not to exceed 15, shall be at the option of the employee.

C: The subject of whether an employee may at his option request two selections during the choice vacation period(s), in units of either 5 or 10 working days, the total not to exceed the 10 or 15 days referred to in 5a and b above, is a matter for local negotiation or consultation, as appropriate.

ARTICLE XVI: LOCAL AGREEMENT

- A. Preferred dates for annual leave shall be April 15 through October 30.
- B. Annual leave shall be granted by each supervisor for the men under his jurisdiction on a seniority basis.
- C. Employees denied their first request as submitted shall be given an opportunity to choose annual time again from preferred time.
- D. All requests submitted after final submission date shall be granted on a first request basis, without regard to seniority.
- E. Assignments of annual leave should be completed and posted by April 1, by each supervisor.
- F. Requests for annual leave shall be submitted on Form 3971 in duplicate, the duplicate copy to be returned to the employee indicating approval or disapproval.
- G. Employees who desire to use a portion of their annual leave during the latter part of the year for a specific purpose, such as hunting and fishing shall indicate the approximate time on their application. Employees shall complete the application to show exact date after the official proclamation of the hunting and fishing seasons has been announced.
- H. The vacation period for an employee shall start on the first day of his basic work week unless the employee requests otherwise.
- I. An employee may at his option request two selections during the choice vacation period in units of 5 or 10 working days but not to exceed the 10 or 15 days as outlined in Article XVI of the National Agreement.
- J. If an employee desires to transfer to another Tour, he may contact the supervisor of the new position concerning the availability of annual leave as previously requested on old assignment.

The following agreement was reached at the Labor Management meeting. The number of persons off during the prime time in the following locations may be exceeded, but shall not be less than the number listed unless there are no applications for that particular period.

Tour 1 - no less than 3
Tour 2 - no less than 4
Tour 3 - no less than 4

Tour 2-Bsmt. - no less than 2
Tour 3-Bsmt. - no less than 2
Window Unit -- no less than 2

(a) Relief men shall be assigned to window unit Supervisor for annual leave purposes.

N. D. S. U.-Station Supervisor will assign annual leave for all clerk employees under his responsibility.

Mailhandlers are not to be included in the figures quoted, they are for clerks only.

Applications are to be turned in by March 1, 1969.

There is no submission date for must annual. This means annual leave over and above 240 hours less the annual leave the employee will use during the prime period. The employee should use good judgement, however, and consider applying for these extra days if there is any danger he would have to forfeit annual leave.

It was agreed that if an employee had annual leave scheduled "out of the prime time" but during the year he was given sufficient opportunities as "short term" or "instant" annual to use up the surplus over 240 hours, he may cancel the scheduled leave.

It was agreed that if an employee applies for short term annual (a day or two as an example) he can expect an answer in a reasonable length of time. There was no exact amount of time specified but it was agreed that if an employee applied for a specific day a week or two in advance, the supervisor was to process the application and a decision made in a matter of two or three days, not the day or two before the employee requested the leave. The supervisor involved in the situation may check with the Superintendent of Mails concerning the availability of a substitute for replacement if the request is being made by a regular and there are no substitutes assigned to that particular unit. This replacement by substitutes would apply for all seven days of the week.

OFFICERS FOR 1968 - 69

Pres. ; Mel Johnson	Sgt. at Arms. R. Balme
V. Pres.:A. Myle	3 yr. Trustee D. Howard
F. Sec. E. Mayer	Hosp. Rep. C. Wilson
Rec. Sec.L. Scott	Benefit Ass. Rep. E. Skelbar

Editor - P. Detwiller

TIME MARCHES ON
Pat Detwiller

The second issue of "Local 88 Nixies" will roll off the press and so far the roses have outnumbered the thorns. We received many favorable comments about the last issue and if we can get continued co-operation from the members, we will try and get some news to you on a regular schedule. The membership is getting bigger all the time and with a office of this size, there certainly is plenty of happenings that are of interest to others. Election time is here and I hope all of you will take the time to complete the ballot and drop it in this ballot box in the swing room. We would of liked to have many more names on this ballot for you to choose from, but it was next to impossible to get men to commit themselves to run for office. Every clerk in the Post Office should be appreciative of all the years that Mel Johnson has given the Federation, and we hated to see him step down this year, however, he has more than done his share for us. No one clerk in our office spent as much time as he did in getting many goals reached. He served as shop steward for many years, then Sec-Treas. (Before we had dues withholding) then he served as President for several years. It has not been easy, in fact is is very hard and exasperating to get some points across to management. He has attended many many Labor-Management sessions when other clerks came up with excuses, he spent countless hours writing to the National Officers and to the area Congressmen. One of the final things he followed to completion was the increase of four new regular clerks, if it wasn't for him these four new regulars would probably still be subs. We only hope that he will just step down a step or two and will still take an active interest in our problems. We lost one of our clerks the past few weeks and certainly many of us will remember John Pierson as he was a supervisor at one time in our office and many of the "Old Timers" still say that he was one of

the best. He chose to go into private business, so gave up that job, however he returned to the Fargo Post Office and continued his career as a distributor. In working with him the past ten years or so, we have to admit that there are not many people like him left in this crazy mixed up world. It was encouraging to see such a fine turnout of clerks at his funeral.

NOTES FROM YOUR SECRETARY
L. A. Scott

Well it's election time again and I wish that the nominating committee could report that we had a lot of officers to run for office, but unfortunately there doesn't seem to be much interest. We begged, tried to convince, talked to people urging them to be candidates, and then at the Union meeting that nomination were to be heard from the floor. Thirteen members were in attendance, evidently to our other approximate 130 members, things must be running pretty smooth???? We wondered if all the members, who did not receive their January Issue of the Postal News to please contact your Secretary and give him your correct name and address within a week so that we can get their mailing list up to date. We tried changing the meeting nights from Sunday to Monday nights and I believe the attendance has risen slightly. If anyone has any other ideas--believe me---we are open to suggestions. The ballots for your 1969-70 officers will be enclosed with this bulletin, we hope for a 100% vote and if for any reason that you know of any interested candidate that was somehow overlooked either by personal contact or at the nominations meeting---exercise your rights and start a write-in campaign. There's not much news from the basement crew, other than we have a few expectant Fathers. We have had a few hospital cases since the last issue--Floyd Wells and myself. John Leitner was also hospitalized for awhile and had an operation. I think out of the crew, there was only one that didn't pick the Jets to win in the Super Bowl, they had me so nervous one day discussing golf, the next day being my day off, I charged to the basement and washed and polished my clubs, next I went outside and shoveled 3 feet of "Partly Cloudy Skies" off my driveway. In closing don't forget to keep February 15, 1969 open. That is the night of the Clerks Party. The Committee works hard on this so lets have a good turnout.

PROPER PROCEDURE WILL GET RESULTS
F. F. Fehrenbach

There seems to be considerable misconception in many of our members minds as to the correct procedures of handling grievances as well as the duties of a tour steward. The grievance procedure is outlined in a definite sequence in the national agreement. Everyone should have a copy as it was printed in our magazine in the April issue. It would be well for everyone to read and study those procedures carefully as they are too lengthy to reprint here.

One of the first things to consider when you become dissatisfied about some situation that involves or relates to you is--is this a gripe or a grievance? In other words am I just going to go to some of my fellow employees and complain to them about the problems or do I really

want to become involved and try to do something about it. If you want to do something then you should go to your tour steward and give him all the facts. The two of you can then decide whether there is a grievance involved and how best to process the grievance. Be sure you give your tour steward all the facts, even any facts which may point at some actions you may have taken that are not altogether favorable. These facts always are brought out sooner or later anyway and it is advantageous to have your representative know about them at the start.

Many employees also feel that they can make the first contact with their immediate supervisor alone, which in some cases you probably can, however if you carry your grievance further, give your steward the advantage of being involved in each step so he has first hand full knowledge of everything that has been discussed. He is also well aware of any solutions that may have been offered, tried, or discussed.

At no time should anyone with an alleged grievance approach his steward with a complaint and then say "What are you going to do about this situation". In a case such as this the steward should do nothing as no steward should process a grievance in the absence of the agrieved person. The agrieved person must be present at all stages and should actually process his own grievance with the assistance of his tour steward.

LABOR MANAGEMENT DISCUSSIONS OCT. 31, 1968

Mel Johnson

Item 1: The need for additional mailhandles.

We were informed that four mailhandlers would be on the rolls the week end following this meeting date with one more expected in about ten days. This should provide some relief in those areas where clerks were performing too much of this type of work. These new men may not be scheduled at the correct time now but an adjustment is expected shortly.

Item 2: Additional career regular positions.

We presented the known facts that we have subs working forty hours and more per week just like regulars. Through discussion of this subject, the Supt. of Mails informed the organization of the procedure that is to be followed if a request for an increase in complement is to receive the O.K. from the regional office. In the course of the discussions, a 6 P.M. to 2:30 A.M. shift was regarded by management as being ideal for providing necessary coverage for the late airlift. The possibility of four or perhaps six positions on this shift was mentioned. The Supt. of Mails related that the formula for establishing basic work weeks for the persons on this new tour would quite possibly include both Saturday and Sunday. This could mean only one thing and that is the middle of the week for days off. The explanation given the organization was that it would be necessary to staff the lightest day of the week first, (Sunday) and then the second lightest (Saturday) with regular clerks. The organization challenged this not only as being contrary to the agreement but also it could discriminate against regular clerks because if you staff the light days (Saturday and Sunday) with regulars it could mean that subs would work less of these prime days off. It would seem then that the majority of subs would be employed on these days. A rule of thumb that was used for many years before the Agreement was the minimum number of regular clerks were utilized on week ends to cover the basic assignments with subs making up the remainder of the crew.

Item 3: Scheme Failures.

We requested both pages of the Postal Manual dealing with scheme failures be sent to the individual as well as a complete discussion with the clerk. Pages 333.564 and 333.572b will be sent to the individual involved and in addition when the Assistant Postmaster has a copy of scheme failure come over his desk, a definite point will be made of counseling the employee concerned.

Item 4: Moving Firm Case: This has been done.

Item 5: We asked why we would not make up more directs when warranted because some S. C. F. separations are almost all one city? We were advised that distribution procedures are pre-determined for this office by the Region to the extent that even if an S.C.F. separations of 52 letters contained 50 letters for one city it could not be made into a direct.

Present at this meeting: Johnson, Fehrenback, Gill, Lien, Scott and Fowler.

LABOR MANAGEMENT DISCUSSION - Nov. 14, 1968

Mel Johnson

Item 1-A: Complete Discussion of 6:00 P.M. to 2:30 A.M. Tour:

This item was submitted because at the Local meeting of Nov. 4, 1968, it was reported that we were informed that any 6:00 P.M. to 2:30 A.M. tours would be Monday through Friday. Then on Thursday Nov. 7th we were informed that this tour had to be Saturday, Sunday, Monday, Thursday, and Friday for work days with Tuesday and Wednesday off. The basis for this meeting resulting from the change in the posting of this tour. The explanation for this change by the Supt. of Mails is "basically that rigid requirements in this office was that a sufficient number of regulars were scheduled on week ends to permit genuine flexibility of our substitutes during the week, and that scheduling now is considered to be the very essence of complement increases." This was the explanation offered as to why the change, but if it explains this, it also brings up another point and that is that if a sufficient number of regulars were scheduled on week ends to permit genuine flexibility of our substitutes during the week, one could draw a conclusion that subs are intended to work week days only, if possible.

Item 1-B: We Requested a Copy of the Instructions for Work Week Schedules:

The reason we requested this was that we were lead to believe that there was a set of instructions regarding the setting up of work week schedules. We perhaps were misinformed earlier because as of the Nov. 14th meeting, we were informed that there is no written set of instructions for this situation.

Item 2: We Proposed a Complete Study of Work Weeks on All Tours:

This will be done according to information we have available at this time. We can expect several persons from the regional office to conduct this survey. All tours will be surveyed and perhaps we will wind up with some better work weeks on some of the tours. No matter what the final results are we will have to accept the bitter with the sweet.

Item 3: We Requested a Roster be Posted of all Eligible People on the Supervisor Roster: The Postmaster explained that Postal Bulletin of June 1st, 1967 #20592 that only scores may be posted. We brought out that the posting of a supervisory register is considered a negotiable item according to a decision which was handed down by Post Master General Marvin Watson.

MEMO FROM CY WILSON, YOUR HOSPITAL PLAN REPRESENTATIVE.

"DOUBLE COVERAGE"

Generally speaking this feature will eliminate payment of more than 100% of each Medical or Hospital claim where more than one Health Plan which is paid all or in part by you or your Spouse's employer is involved.

It is hoped this will help to reduce the cost of our Insurance for all of us.

This Double Coverage feature will not affect any Independent Health Plan which you or your Spouse are paying all the Premiums on.

Any one wishing more detailed information regarding this Double Coverage may contact me, and I will attempt to explain it in more detail.

FOR YOUR CONSIDERATION

Mel Johnson

Occupancy date for the new Post Office is tentatively set for October 1, 1969.

There is a possibility of a new technical position being established in this office in the near future. This would be a position known as Personnel Position Asst. Perhaps some of you clerks who have passed the supervisory exam would be qualified.

Monday evening meetings has generally produced a better attendance at local meetings.

I overheard the Ladies discussing membership the other day and I know that the ladies involved were members of the auxilliary. They are perhaps planning on calling all the wives of the members of the local who do not belong to the ladies auxilliary. I know they would appreciate any help you fellows could be by signing up your wife if she isn't a member.

I would like to say thank you to all the clerks as well as those who served as officers or committee members with me during the past year.

It has been determined that Dispatch Expeditors are eligible for over-time the same as other clerks, when the work-load is such, that overtime is needed in the area that their skills can be used advantageously.

TOUR ONE HAPPENINGS
L. E. Gill

With all the bidding, we have seen new faces come and go on our shift. It's seems that some guys just can't find a home.

Arven Holden has left for a three week trip to California.

The word is out that John Marthe and Arv Holden have not been sleeping all the time when they're home. Watch the Forum for later news. ?????

Bruce Warner told me that as long as Clyde Brown hasn't been able to get his gal to the alter that he, Mr. Warner will show him how to get the job done. Bruce says he has found the right gal and sometime in July he won't have to pack his own lunch anymore.

Another change on our shift is that Mr. Ray Olsgaard who was our very capable leader on Sundays has turned over the reins to Mr. Bob Magnuson who has taken over with a firm hand.

As you all know we are having an election this month and I have been challenged to print this "A vote for Aabye is a vote for good lobby." ---- I hope he doesn't spend his time in the lobby if elected. Just remember to vote.

We also have a new mailhandler on our shift, Mr. Larry Larsen.

"YE ALL COME"
Clerks Coffee Fund Committee

The "Coffee Fund" committee is moving along quite well in making all the plans for the Valentine's party. There seems to be plenty of interest in the party as there are many that have signed up already, however, there are still many names that are not on that list. This is a once-a-year party for the clerks to get together and forget about the tours, schemes, semi's supervisors, timeclocks ect. There will be a Roast Beef dinner served and please note; the charge to your wife or girlfriend is \$2.50, it was impossible for us to get a figure before this time as the prices of meals change from Month to Month. We set the cocktail hour at 6:45 for those that are off work, however, we will not start serving till 7:45 to 8 P.M. as we were told that many more clerks could be let off about that time in the evening if at all possible. We will have dancing from 9 to 1 A.M. music furnished by the "Music Makers." There will also be some door prizes so there should not be any need for any of you to stay home. This party will be held at the Labor Hall at 403 7th Ave. No. Fargo on Saturday Night, February 15, 1969. All CLERKS PLANNING TO ATTEND MUST SIGN UP BY 6 P.M. FEB. 8, 1969.