



Local 88 Box 1874  
Fargo, N Dak 58102

# FARGO TOUR GUIDE



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## FIRST LINE SUPERVISORS

Our immediate supervisors affect our work more than anyone in management. At the Post Office we have a few supervisors who insist upon using the authoritarian style of supervising. Supervisors using an authoritarian style checks up frequently and generally limits his subordinates' freedom to do the work in their own way and at their own pace. Such heavy handed leadership methods have distinct disadvantages from several points of view if used indiscriminately or for too long. Experience shows that under authoritarian supervision the employee is likely to work only as hard as he has to, and no harder, in order to avoid discipline and direct control. Many examples of this "bare minimum" motivational standard have been observed in military organizations, prisons, business organizations, hospitals, and even among children responding to an authoritarian parent. Thus the motivational assumption that subordinates must be controlled and driven frequently leads to subtle rebellion.

A frequently heard quote on the workroom floor is "They don't give a bleep about us, so why should we worry as to whether or not he gets his mail out."

I recently read that of those supervisors who were relieved of their positions, 80% couldn't handle the people aspects of their jobs. After working in the Post Office, I can easily believe this to be a true statement.

s/ Donald R. Hefta  
Pres. Local APWU

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### DID YOU KNOW?

The Alaskan pipeline was built with 100% union labor, but not one ounce of American steel!!!

The U.S. Navy has its uniforms made in a foreign country!!!

## TOUR THREE NEWS

We have four new Part-Time Flexible Clerks. Mike Hihle who is married and has one son. He originally is from Crosby, ND. Tom Halvorson, who is married and has a son, came from Watertown, SD where he worked for three years. Kent Onerheim is single and originally from Devils Lake, N D.

Two of the out of town clerks transferred into Fargo; Wes Nelson from Kindred and Bruce Nelson from Harwood. Jean Parrow, who was a ninety day temp, is now a Part-Time Flexible Clerk.

It sure was good to see Royce Harmon come back to work even though it was for only a few hours a night. He has now undergone another operation and is presently at home.

As you can see this article is a little short on news, but if you will give me any news items on Tour Three Employees or their families we will print them.

s/ Tom Menzie

## MEET THE OUT OF TOWNERS

DELORES HENDRICKSON and her husband Alton live in Walcott, ND. She has four sons, one daughter-in-law and three grand children. She has thirteen yrs in the postal service in Walcott and four yrs in the Fargo Post Office. Her hobbies are indoor plants and she loves to do carpenter work including the re-finishing of furniture.

MARLENE PEDERSON, formerly of Westhope, ND has lived in the Georgetown, MN area twenty-two years. She has six children and two grand children. She has been in the postal service in Georgetown eleven years as clerk and has subbed on rural route out of Georgetown several times. For five years she has been the City Treasurer of Georgetown, MN.

MARLENE SHELDON and her husband Bill farm at Buffalo, ND. They have a daughter and a son. She started working in the Wheatland and Fargo Post Offices in June, 1977. Her hobbies are sewing, gardening, and house plants.

THIS DOES NOT INCLUDE ALL THE OUT OF TOWNERS: MORE TO COME IN THE NEXT ISSUE.

## AUXILIARY NEWS

By Hope Paulson, President

The Auxiliary has been very busy this last year writing letters to our Congressman and Senators on legislation beneficial to Postal Employees. We made lap robes for the elderly for Christmas. We also had a bake and plant sale. On Dec. 17th we held our annual Christmas Party at the Black Angus.

Election of officers was held in Nov. with installation at the January meeting. Re-elected President, Hope Paulson; elected Vice-President, Jackie Perkins; Re-elected Secretary, Elaine Malheim; and Re-elected Treasurer Bev Levin.

I would like to welcome our four new members: June Olsen, Wendy Maul, Lucille Van Garven, and Marcy Menzie.

We are always seeking new members. Let's put our forces together and see that our union members' jobs are protected and that we do not lose our gains of the past. More information can be had by calling me (232-0739) or any auxiliary member.

Our next meeting will be held March 21, 1978.

FROM THE PEN OF BEN . . . Tour I

There probably is a lot of news of personnel on Tour I to write about, but only a few care to have it written for others to read something like a fish story that happened to a couple men that only fishermen or women would believe or understand so I won't write about it. I could write about the auto accidents some members had during the bad snow storms (the other drivers were at fault). You have heard or read about so many of them this year that three or four more won't even interest you. I could write about what some people on the tour are saying about others on their tour or other tour members and that would only be gossip "over the back fence talk", but I won't as some might be offended. However, I will pass on some important information affecting each and every one of us both on the job and off it, that subject is safety.

I am going back in my time of life to bring this subject to lite. As most of you know I am Air Force retired (double dipper as most call it) to each his own; call it as you see it but remember it was for twenty years or longer, not just four or six yrs like most ex-military who are working for the postal service. I was in quality control for almost eleven yrs of my twenty odd years. I not only inspected and found discrepancies on aircraft undergoing inspection after long hours flying, part of, and a very important part, I must say was in inspection of shop areas, equipment, etc. looking for and writing up for corrective action any safety hazards, unsafe conditions, or practices before and after an accident to prevent such accidents from happening if at all possible. This was my duty twenty four hours a day....yes, I was called out many times after my day of duty was finished . . . with no overtime pay either.. to investigate an accident or unsafe condition discovered by someone else making a report for corrective action which was corrected usually on the spot or within a designated time when a follow-up was made to assure it was corrected. You are saying by now, what has all this got to do with me and the post office. It has a lot as anyone who receives and reads the Union and Postal monthly magazine published for our information and in many cases action. For instance, last month I read that a pilot program to deal with the administration of the injury compensation program has been organized by the postal service to try and cut down on disability costs for on and off the job injuries which last year alone cost 629 million dollars and it is expected that this year the amount will grow to 823 million dollars. Imagine that; all that money being paid out for injuries that with proper attention and supervision (plus reporting to the proper authorities for repair or corrective action by personnel who discover them) would have been saved and used someplace where it could have helped accomplish our tasks better and safer through better and more up to date equipment. Most of all, loss of man hours on the job having to be carried out putting the burden to get the job done by others on the shift. Again you say what can I do about that; I wasn't one of those drawing the many drawing compensation, thank goodness for that. I say you were one who was even though you didn't realize it practicing safety all the time. What we can do is this form 1767, a report of hazard, unsafe condition, or practice, is close by; hanging in a box by the men's (bingo) latrine in Japanese for everyone's use, but very few are using them as I checked the pad several weeks ago and only a few of the pages are missing today. I am getting as guilty as most of you on this item, but I plan on correcting my guilt from this day on. What I mean is there is a section of this form saying send a copy of this to the safety officer (the shift supervisor after signing his name to the report is requested to do this).

By the way, remember earlier in my report I said as a quality control inspector safety inspection was part of my job and corrective action by section heads was required as any and all discrepancies discovered, also a follow-up inspection was made to insure corrective action had been taken. One other thing I forgot to mention was a duplicate copy of my discrepancies was left with the section head for signature of each and every item along with explanation of corrective action taken...this was the reason for follow-up to find out if they were correcting as stated or just going through the formality to try and satisfy the inspector. These reports were kept on file just in case an accident happened at a later date they were used as back up so to speak for the investigation to assure they were not a responsible factor of the accident. Getting back to my subject, the portion of this subject has to do with the safety officer; have any seen him on the floor inspecting the equipment? Many items on the floor are in need of attention before they cause an injury to someone and they become a part of that 823 million dollars. An example: loose wheels and hard steering WUCS, missing wheels and string wrapped around wheel axles on most hampers, nutting trucks with bad rubber on the wheels making them hard to push along, with bearings needing grease just to mention a few, there are many more, if we look around and report them now, not after someone is injured. Turn in those reports when you find them so they can be brought to the attention of the safety officer and maybe we can decrease that 823 million dollars even lower than the last year amount. It takes everyones help not just a few and the form 1767 is close by always. If you can't think of a proper recommendation to correct the problem maybe the safety officer can...let's help him do his job and help others on your shift at the same time. Turn in those hazard or unsafe reports now and keep them coming until corrective action has been taken and practice safety at home as many injuries occur off the job. Final note on this subject, the write up also states that any person making a false statement to obtain compensation or who does accept compensation payments to which not entitled to is subject to a fine of not more than \$3,000 or imprisonment for no more than one year or both. Also any person charged with the responsibility for making reports in connection with an injury fails, neglects, or refuses to do so knowingly files a false report or directs an injured employee to forego filing a claim is also subject to a fine of \$500 or imprisonment for no more than one year or both. I think enough has been said on this as the saying goes, a word to the wise is sufficient.

Many have wondered how some people get assignments to other post offices and areas, there is a notice above the west time clock that explains how this is done. Those interested should submit their name according to the instructions in the letter; maybe you will be chosen like a member of Tour I who submitted his request. Mike Stalboeger received notice to report to Erie for period of 120 days or longer if required to act as the Officer in Charge there. David Hanson a mail handler on our tour is attending (will have returned by publishing date) Mark II machine school, a four week course at Norman, OK so you see sometimes it pays to take advantage of the opportunity to volunteer and all it takes in most cases is a form completion and a long wait, in Mike's case a short one.

I would like to see our one sheet or page guide become a three or four page guide. All it takes is bringing items of interest to the attention of the reporter of your shift. If you don't know who the reporter for your shift is ask around, you will find him. Let's make the guide worth reading, get the news out to others.

Pen of Ben....Cont'd

Then we all know what is going on with one shift or another and when we come back from our normal days off or annual leave we won't have to ask what is new, who is sick, died, married, or even divorced.

I would like to see a couple other permanent sections to the paper if publisher and editor feel they could make interesting reading; a few jokes would be nice if any one has a good clean one (family members read this sometimes and bad jokes are not always the ones to print) pass them on so others can laugh also. The other section is safety, maybe items used in shift safety talks, injuries to employees since last publication, what caused them and results from them as things happen or are brought up on one shift that other shift personnel haven't heard about and could be of interest to them, maybe even prevent an injury to another. You say, he sure is dwelling on safety...you bet after all the reports, discrepancies and injuries I have been involved with how can I not think safety, how about you, file a form 1767 lately? \$823 million, think of it, I am.

No discrimination of nationality intended. It seems these two Norwegians were ice fishing when a little boy came over to their fish hole, he was flipping a coin in the air and catching it and it fell in the fish hole. One Norwegian went over, got his hole cutter and begin to enlarge the hole, the other and the boy looked on in dismay. After making the hole larger he reached in his pocket for some change and threw it into the hole where the little boy's coin went. His partner asked why he threw the coins in the hole, you guessed it, his remarks were you don't think I am going to dive into that ice cold water for a dime do you. To prove no discrimination intended, why did the Polock (short for a Polish person) wear high turtle neck sweaters..to hide the ring around the collar. Good enough for a start, anyone have any they want to pass on see your shift reporter,

Don't think the battle of retirement under civil service is over. If you have read the Federal Times you will note that it is to be an on going fight. If any of us hope to have our retirement system like we know it today, we will all have to continue to write our Congressman and make it plain we do not want our plans changed. If we do not write then we must want it changed and can blame nobody but ourselves.

So we lost our donut sorting table, well we should look on the bright side because Minneapolis has an extra circle sorting deal that they wanted to get rid of and now we have room for one. Oh well, Fargo is a good place for white elephants and bending over hampers has always been good for some hernias or back injuries in the past. Someone else is thinking safety, this was brought to my attention by another on Shift I the thinking and working shift. I hope and am sure you who read this will say my next report will be much shorter.

s/ (Benji) Ben Samuels-Tour I