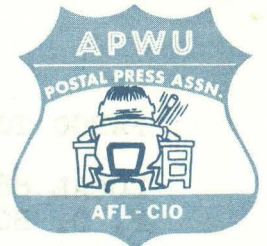


FARGO TOUR GUIDE



Local 88 Box 1874
Fargo, N. Dak. 58102

NOVEMBER 1978

FARGO, N.DAK. 58102

VOL. 1 NO. 6

+ + OUR APWU LOCAL PRESIDENT RESIGNS + +

Dear Sirs:

Effective Friday, November 17, 1978 I, Donald R. Hefta, am resigning my position as President of the Fargo Local APWU to accept a transfer to the West Fargo, ND Post Office.

I hope that the membership will stand firmly behind my successor and help him in every way possible. You must always remember that a Union has strength only through Unity.

Sincerely,

s/Donald R. Hefta
Pres-Fargo Local APWU

APWU MEANS JOB SECURITY
APWU MEANS REPRESENTATION
APWU IS YOUR BARGAINING AGENT

YOU NEED APWU + APWU NEEDS YOU

FARGO TOUR GUIDE

LOCAL 88 APWU
P. O. BOX 1874

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JIM PAVLISH---Editor
DON MALHEIM---Assoc. Editor

All articles or contributions for publication must be signed. Opinions expressed in articles are those of the author and not necessarily the opinion of the APWU Officers, the Local, the editors or advertisers of this publication.

HE TOOK A FREE RIDE

Once upon a time there was a worker who would never join a Union. All his life he took the benefits won for him by the union, but he refused to join.

Then, while on his death bed, he told his wife, "Please do something for me. I want union members to be my pallbearers!" "But you never belonged to the union, she objected! Why do you want union members to be your pallbearers?" "Dear, he replied, they've carried me this far, they might as well carry me the rest of the way!"

Fr: Pigeonhole Tech-Pasadena, TX.

UNION MADE ANHEUSER-BUSCH, the largest producer of union-made beer in the U.S. sold an all-time record of 36,640,157 barrels in 1977. Anheuser-Busch beers are union made and millions of union members helped set that record as consumers.

+ + + + +

KNOW SOME DESERVING SOUL TO WHOM THIS SHOULD BE PRESENTED?

To: Payroll Data Center of United States Postal Service.
From: Non-Union Member.

I hereby authorize and direct the USPS to withhold from my paycheck and donate it to charity all the Union won benefits that the APWU has gained for its members through the years: Paid Vacations, Paid Holidays, Sick Leave, Seniority Rights, WAGE INCREASES, Insurance Plans, Improvements in Pensions, Workman's Compensation Laws, Retirement Benefits, Overtime Pay, Night and Sunday Premium, not to mention many others.

Name _____ Address _____

Clip, sign, and give to a Union Steward for submission.

Presented by D. D. Ream

NOTES FROM TOUR II.....by L. A. Scott

Same thing as usual on Tour II...when you think of overtime all year plus working days off in Oct. and Nov. I'm afraid that management is going to wish for more days in the week when good 'ol December rolls around.

Everyone knows that being Officer-In-Charge at smaller offices is a stepping stone to a Postmaster appointment. This is fine, but when you take six or seven out of one office of which some come from management and some from the crafts, it is bound to put a crunch someplace. Especially when most jobs are filled off the floor where we apparently really need the help.

According to the latest rumor, our LSM could possibly be ready by the first of February. I hope we have enough qualified people by this time. The opportunity is now to get trained and qualified on the clock beginning with eighteen hours of dexterity lessons.

Jim Pavlish and myself recently volunteered one of our Sundays directing traffic for the "Bike-A-Thon" for the American Diabetic Association. Jim Nordstrom's wife rode bicycle seventy-five miles that day toward the cause. Diabetes is our nation's third largest killer and it's time we take a hard look for a cure and maybe even a preventative. Thanks to all who donated; be it time or money. Many in the area gave both.

After quite a long dry spell I notice we have some "Packer" fans coming out of the woodwork.

One of our retired members, Ollie Paulson Sr., recently had a severe stroke. He's been a patient at St. Lukes Hospital and we all wish you well, Ollie.

Overheard someone remark that it seems "Like they only got married yesterday"...but then everyone remembered how long yesterday was.....

If you haven't paid your Legion dues yet, I'll gladly accept the money or credit if mailed in...

THAT'S IT

.....IMPORTANT MEETING FOR YOU.....

Saturday, November 18th at 9:00 AM there will be a union meeting which you should not pass up if you're really interested in what changes the Letter Sorting Machine (LSM) will bring to your career. The main topic will center around the LSM and the speaker will be Rex Johnson. Rex has been an LSM operator for several yrs in the Twin Cities. He is also a Shop Stewart and the APWU Minnesota State President. Sound like a man that might be able to answer your questions about the LSM? You bet it does!

LABOR - MANAGEMENT MEETING

A Labor-Management meeting was held with the APWU on October 16, 1978 at 1:00 PM in the office of the Postmaster.

Representing the APWU were: Francis Fehrenbach, Don Hefta, Dale Ream and Ed Mayer.

Members of management in attendance were: Roy Curtis, Gene Garrison and Judy Sorenson.

The following items were discussed.

1. Organization: Policy on Radios

Disposition: Radios with earphones or headsets may be used but may not be placed on top of cases since this presents a safety hazard. Roy Curtis will check into a bracket for cases to hold radios. All supervisors will be advised of this policy.

2. Organization: Policy on Telephones

Disposition: Employees may not use any telephone without prior permission of supervisor.

3. Organization: Making paychecks available on workroom floor.

Disposition: Any employee desiring his paycheck to be sent to his home should notify the accounting office. Pay checks will be sent out Thursday evening if they are available at that time.

4. Organization: Adjustments on storm time grievance.

Disposition: Adjustments have been processed by this office and forwarded to PDC. Because of payroll problems at PDC these adjustments have not yet been made. Management will assist in getting a list of affected employees to the crafts if adjustments are not made before leave year ends to assure that no employee loses any annual leave.

5. Organization: Adjustments on cases such as scheme training, etc.

Disposition: No instructions have been received by management to make any adjustments.

6. Organization: PDC and W-2's

Disposition: Gene Garrison has been assured by PDC that the problems regarding payroll will be worked out before year end.

(Continued on next page)

7. Organization: List of Non LSM jobs

Disposition: Mail processing is now reviewing all positions. Hopefully, a list will be ready by the end of this week and a meeting will be held with craft advising them of staffing requirements.

8. Organization: Unnecessary changes in air mail section.

Disposition: Roy Curtis will check with supervisors to see that air mail personnel have all necessary supplies. It was noted that a floor layout is being worked on for the LSM and space is going to be a problem. The crafts were asked for input of any ideas they might have and also to be tolerant during installation of the LSM.

Items discussed which were not on the agenda:

Two PTF clerks were recently transferred to Fargo and are still working at their former offices. Procedures for having replacements at these offices are under way.

Label holders on racks are not anchored and are a safety hazard. Roy Curtis will see that they are anchored. Roy Curtis will check to see that regulations regarding maximum hours and days required to work in an overtime situation are adhered to.

A discussion was held on storm leave policy. The organization proposed that a policy be made whereby employees would not be required to work on days when law enforcement agencies advised no travel. The craft was advised that this would be brought up to the Postmaster, however, it is very difficult to set a policy on storm days when so many variables are involved.

Roy Curtis explained that restroom policies in the Fargo post office have not changed.

--
++ SOMETHING TO THINK ABOUT ++

"There is an old story about a rich man without friends who wanted to know why a certain poor man had so many. The ever faithful servant who went into

the market place and along the highways to find out, brought back this answer: "He has friends because he is one."

+++ +++

.... TOUR I NEWS by PEN OF BEN

A report from the crew of Tour I, more commonly known as the 'all-night' crew.

You say you're short of help and have a heavy work-load. Maybe so, but how about Tour I. In the past three months we have lost two clerks to the carrier section and one away to Mail Sorting Machine school for about five months if he keeps qualified. If he completes the course he will go to the maintenance section upon his return. Two clerks from Tour III are assigned to ours; one came by juniority and the other by bid. Neither reports until they do complete the city scheme. A clerk from our tour bid and was awarded a change to Tour II. This makes a total of six clerks from our tour either waiting to change over or have already started to work their new assignment. With Christmas coming very shortly, and no new assignments known at the present time, it looks like we really have to form a buddy-buddy system and help one another to get the mail out daily on time.

Speaking of Christmas, winter is also near and that means frost and ice mixed with snow on the car windshield and other windows. I found a real good scrapper for cleaning them so you can drive in safety. It's not plastic or hard rubber. It's metal and will not hurt your glass, but will clean the windows easy and with less strokes than any other thing I have used. It's a 'tape knife' about 5" wide and a very thin

blade. They sell at Archie's for \$2.76 each, but about \$3.85 at other places in town.

Donna Bice has joined our tour since the last issue of Tour Guide. She is studying 'city' in preparation for the scheme test next month along with Tom Halver-son and Joe Kriz. Hope they all qualify.

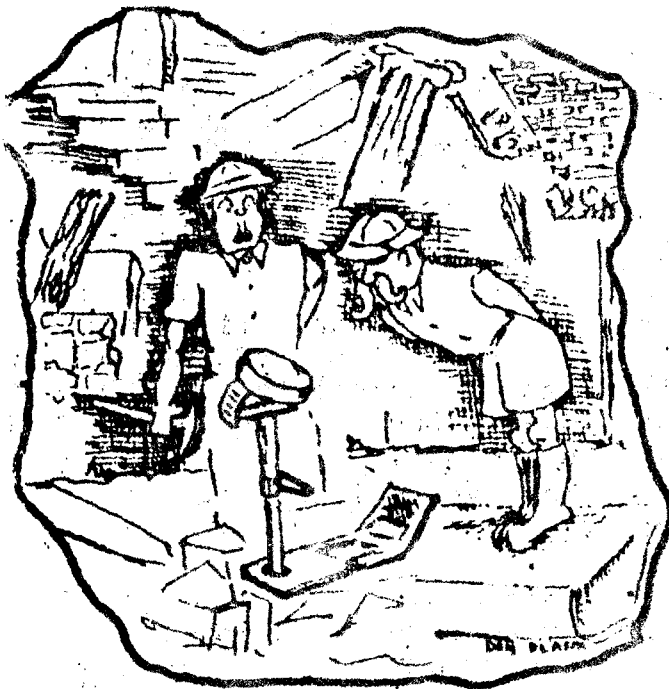
Since I started this report I find out two more from our tour will be leaving. One is going back to college and the other is seeking work elsewhere so our tour is decreasing with time.

There is a shortage at the depository of #2 sacks. Do not throw any in the "return-for-repair" sack unless they are real bad or rope is frayed or missing. Even bad locks are not reason enough for returning them. The rope can be tightened somehow.

With all the changing of cases and racks on the floor, I heard one clerk say he would need a map to find a certain section if many more are changed. I heard a rumor that more section moving is still coming so be looking for them.

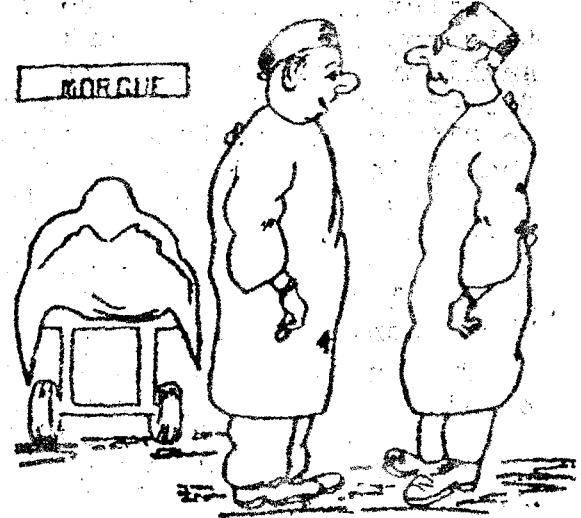
I have to fill these reports with subjects I think will be interesting as I don't seem to get any help with news from the shift members. I guess overtime and watching the boob-tube when they have a break is the thing these days.

S/ Ben Samuels



...OBVIOUSLY AN INSTRUMENT OF TORTURE*

Taken from THIS AND THAT, MIDLAND, TX

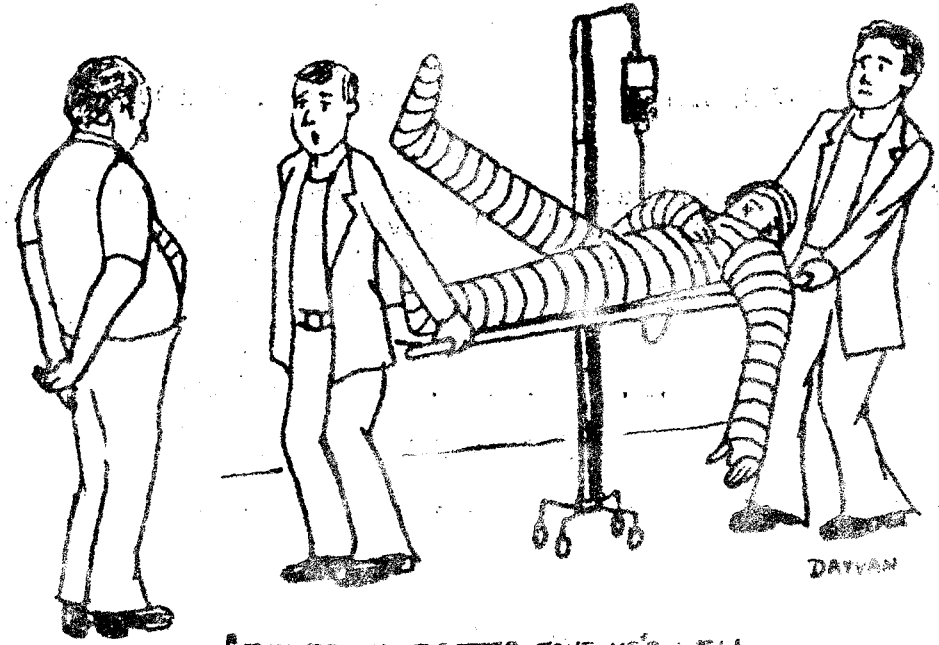


Notes & Quotes

Not a dime in his pockets and looks like he's been shafted for years. Better call the Post Office and see if one of their employees is missing.

...HERE'S A CHANCE TO GET YOUR QUESTIONS ANSWERED...

Larry Gervais, your National Vice President and Jerry Fabian, your National Representative are planning to attend your Local #88 union meeting which begins at 9:00 AM on Saturday, Nov 18th. The APWU Minnesota State President, Rex Johnson will also be there. These are the guys that can answer your questions; plan to attend.



THE POSTAL DOCTOR SAYS HE'S WELL ENOUGH TO COME BACK TO WORK

APWU_AUXILIARY_NEWS

First of all I want to take this opportunity to thank the Auxiliary for the beautiful flowers and get-well cards sent to Oliver in St. Lukes Hospital. Thanks for all the phone calls and also to his former fellow workers who stopped up to see him and sent cards. He is doing well and I hope he will be home soon. Bless you all!

The Auxiliary has been busy painting Sweetheart Soap Bars for Christmas giving. Twenty-four bars have been painted and wrapped.

Thanks Jackie for filling in for me at the Oct. meeting. I hear you did a good job as I was sure you would.

At our Nov 21st meeting we will have election of officers. We will also get started on our 50th Anniversary celebration.

s/ Hope Paulson President Aux. Local

Anyone knowing of any former member or officer; I would sure appreciate hearing from you. My phone number is 232-0739. We must get started on this in order to have a successful event in February.

All members try to attend the Nov 21st meeting and bring your ideas. You will be informed of the place at a later date. The Hostesses: Lucille Van Garven and June Olsen.

I hope you all went out to vote. "Happy Thanksgiving" to you all.

Here's an address some of you may be interested in.
Myrnaloy Smith
Dist. 3 Nat'l V. Pres.
Aux to A P W U
2209 Michigan Ave
Rapid City, S. Dak. 57701

* * * * *

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* * * * *

.... TOUR III NEWS

Although we have gained some permanent employees, we have also lost a few. Tour I's gain has come in the names of Donna Bice and Joe Kriz as of now and Steve George sometime later; would like to see each of them back in the future. Also, Jerry Rehault did want to try the day shift and he says he likes it. Another loss; this one to the entire postal service is that of Dale Perkins. Dale was a Tour I Mail Handler, but a friend to many on all tours. After eleven years of postal service he finds greener pastures; particularly in the forms of better hours, better salary, and also he's doing what he likes. You can't beat that combination or have better reasons for changing jobs. We all wish you the best Dale, and don't forget to stop by now and then.

Tour III still has some of its people out on OIC duties; good experience for the people, but not good for our man-power situation. Clarence Erickson is manning the helm in Osnabrock ND, Wes Nelson is loaning his talents to Abercrombie ND, the expertise of Jack Lutjens is being put to use in Hendrum MN, and recently we lost the services of Matt Lipp to the Perley, MN office.

We do have Bob Kanwischer back from his vacation which took him to St. Louis, MO. Says he took in the brewery of Anheuser-Busch, the Gateway Arch of St. Louis, and the Harry S. Truman Library in Independence, MO. Bob found all quite interesting and said there were many historical things to see. In fact, it took him and his family about two hours to view the site at Independence.

Earlier I mentioned our tour's losses in personnel; now some of

the good news. Many of you may not know that Steve Ritter from Dilworth MN, Marlyn Aanenson of Ada MN, and Arden Lemley of Page, ND have transferred into Fargo. Also, Dave Noeli had to give up eleven years of carrying mail due to a troublesome shoulder and has thus joined the clerk craft. He has four children, only one of which is at home and attending grade school. He does have a son who is a chemist at the Los Alamos Research Center in NM. Another son who is a chemist with Wourm Chemical Co in St. Paul and one daughter attending University of Minnesota Law School in Minneapolis. Since last issue we have also gained a couple of new employees. Don Bickle, who was a full time student previously now is still also attending Moorhead State University as a grad student working on School Psychology. His wife Debbie works at the First National Bank. Herman Mathern, originally from Edgeley, ND now lives in North Fargo. He is an Army vet and belongs to the Army Reserve at Hector Airport. He gets relaxation and enjoyment from reading.

HOSPITAL PLAN OPEN SEASON - -
Time to review your present hospitalization coverage, along with the coverage of the other plans offered and choose the one which best fits your individual needs. If you find it necessary to make a change declare your choice of plan between the coming dates of Nov 13th and Dec 8th, I believe it is. The APWU Hospital Plan is boasting a major benefit change in the 'doctor-visit' area. Take a close look at it and see how it fits your needs.

s/ Jim Pavlish

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