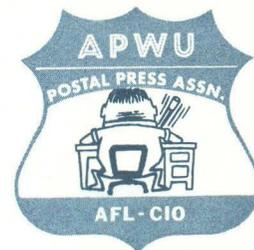




# FARGO TOUR GUIDE



Local 88 Box 1874  
Fargo, N. Dak. 58102

MAY-JUN 1980

FARGO, N. DAK. 58102

VOL. 1 NO. 9

APWU

LOCAL #88, FARGO, NORTH DAKOTA

STATE OF THE LOCAL

by Bill Cardwell, President

The state convention was held in Bismarck, N. Dak. May 16th and May 17th. Jean Parrow will report on the convention in this issue of the Tour Guide. It is highly recommended that everyone read this report.

The news from Washington, DC as far as postal employees are concerned is not good. Although our people in Washington are doing their jobs we must help by letting our senators and our representative know our feelings on legislation relating to the future of the postal service. Remember, it is all of our jobs that are on the line if the postal service is forced to cut back on service because of the budget cuts to the service.

been a strong and active member of this local during his entire postal career. As past president of this local he has been both a teacher and backer to the local presidents that have succeeded him. I know for myself that the help and guidance that I have gotten from Francis has helped me do a better job in representing the members of this local.

Congratulations to our new state officers. It is my opinion that we are well represented at the state level by the following newly elected officers of the ND State APWU.

President: Jim Vanyo-Grand Forks  
Vice-Pres: Merle Bakkegard-Fargo  
Secretary: Dave Almy-Minot

-----  
Francis, even though this may be premature; on behalf of all members of this local, thank you for a job well done  
-----

As most members of this local know by now, Francis Fehrenbach retired as State APWU President after four years in that office. Also, Francis plans to retire from the postal service within the next year. Francis has

Mr. Schafer, our Director of Customer Services, has advised me that the computerized forwarding in Fargo will be in operation approximately the middle of Nov.

- Cont'd page 3 - 'Local'

FARGO TOUR GUIDE

LOCAL #88 APWU  
P.O. BOX 1874  
FARGO, ND 58107

OFFICERS:

BILL CARDWELL----President  
MERLE BAKKEGARD--Vice-President  
ARDEN LEMLEY-----Recording Sec.  
ED MAYER-----Treasurer  
DON KLINGER-----Sgt. at Arms

TRUSTEES:

LLOYD LEVIN  
JOYCE HOM  
DON MALHEIM

JIM PAVLISH----Editor  
ARDEN LEMLEY---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.

It is timely to refresh our memories on what former President John F. Kennedy thought of Labor Unions. Here are his very words:

"Our labor unions are not narrow self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective and grievance procedures they have brought on justice and democracy to the shop floor. But their work goes beyond their own jobs, and even beyond our borders.

"Our unions have fought for the aid of education, for better housing, for development of our natural resources, and for saving the family sized farms. They have contributed funds and talent to improve our overseas relations. They have spoken, not for marrow, self interest, but for the public interest and for the people.

"For the labor movement is the people. Our unions have brought millions of men and women together and given them common tools for common goals. Their goals are goals for all of America - - and their enemies are the enemies of progress."

AFL-CIO

-----  
AN EDUCATED MAN.....Never laughs at new ideas; Cross-examines his day dreams; Cultivates a love of beauty; Always listens to the man who knows; Knows his strong points and plays them; Lives a forward and an outward-looking life; Knows the value of good habits and how to form them; Keeps his mind open on every question until the evidence is in.

-----  
Graphic Copy

Cont'd fr Pg 1 - 'Local'

As you know these jobs are level four jobs and will not be bid jobs. They must be applied for and if a level five or six clerk application is accepted, said clerk will start a new date of seniority. It is also my understanding that there are no re-treat rights back into level five or six clerk jobs. You would have to apply to get the previous level job back and if the application is accepted, you would start a new date of seniority! As I get more info I will pass it on.

The results of the recent surveys have been compiled, and management at the time of this newsletter is in the process of setting up staffing for all the tours. Management has allowed me to participate in some of these sessions. As I stated earlier they are not finalized as yet, and are subject to some change. What I have been privy to does not look good for Tour III. It now looks like Tour I will gain three manual jobs, but there will be some changes of days off for both manual and LSM people. Tour II will stay the same with some changes of days off. These changes are going to mean more Saturdays and more Sundays off and less middle of the week days off. However, as it stands now, Tour III has a problem. Management's position is.....the only way to solve the

forced overtime for those on the LSM crew not on the overtime desired list is to have machine qualified PTFs to relieve regular operators for their breaks and lunch, and also for Saturday running. Management wants seventeen of these PTFs. The problem is... when these PTFs are not on the LSM relief they will be working on the manual side. Management says the only way this is possible is to cut sown on regulars on Tour III. This the Fargo local is opposed to! First, we think seventeen machine qualified PTFs is too many. When the LSM is running at full capacity there are only eighteen regulars on the machine. If they were to relieve one-half the crew at a time it would require only nine PTFs; so why must we have seventeen machine qualified PTFs? It is the position of this president that we are opposed to the replacing of any regular jobs with PTFs. I have talked with Larry Gervais, our Nat'l Vice President, of management's plan and in talking with Larry he is not pleased with replacing regulars with PTFs either and will help us in opposing such a plan.

There will be no meeting in July. Watch for a possible call for a special meeting in August; stay active.

Sincerely and fraternally,

s/ Bill Cardwell

President  
Local 88 APWU

!! BUY AMERICAN - LET'S KEEP OUR DOLLARS AT HOME !!

+++ TOUR I LSM KEYERS +++

by Karen Pronovost

Tom Halverson grew up in Albert Lea, MN, served a hitch in the USMC and got his start with the USPS in Watertown, SD where he worked a variety of jobs in the Post Office there. He has done the same since transferring to Fargo in 1977. Tom, wife Kay, and son Danny now live in West Fargo.

Laurine Roehrich has to be one of the busiest persons around, a single parent, and very proud of 14 year-old son, Greg, who was named "Mr. Young America" in Nat'l Mr and Miss Young America Pageant, last July. Greg is also on a traveling hockey team. Before her career appointment in the USPS, Laurine worked with the Sunset Memorial Gardens, and is the Corporate Secretary. She has also worked with a travel and land development firm, and the MN Highway Dept. Some of her hobbies include latch-hook, crocheting, holiday decorations, league bowling, and volunteer work at local hospitals.

Zelda "Butch" Aaser comes from McVille, ND, and began her USPS career as a clerk and assistant PM at the Colfax, ND Post Office. She and daughter, Angie live in Fargo now, and when not working Butch likes sewing, bowling, fishing, and all sports.

Dennis Miller is well into his second year at the Fargo Post Office, most of that time with Tour I.

West Fargo is Dennis' home town and he and wife, Sharon and the four children, Susie, Rick, Kari, and Steve make their home there. Dennis enjoys bowling and also softball.

Richard Vetter, a former school teacher, majoring in Business Ed is originally from Napoleon, ND. He taught at Edgeley, ND for five years before coming to Fargo. He and wife Mary have two children.

Peggy Leapaldt enjoys cooking, sewing, reading, and rodeos when not working the all night at the Fargo post office. Before starting with the USPS she worked three years at Bonanza Sirlain Pit and two years with LaBelle's.

Karen Pronovost worked as a computer operator for John Morrell & Co., also as an office manager for Heartland Homes Inc., before beginning her career appointment with the Postal Service. Some of her hobbies and interests are skiing, swimming, volleyball and training of Registered Quarter horses for show.

Colleen Freeman calls West Fargo her hometown and has worked as assistant manager for So-Fro Fabrics in Moorhead, MN. Colleen spends her off time sewing, skiing in season, and enjoys bowling.

Douglas and Susan Muchow are, so far, the only married couple working the LSM. Both have worked at Sher's Kitchen. Doug also worked for Eid-Co and Sue has done some cake decorating. They enjoy cycling, dancing, skating, and bowling.

Cloyce Johnson is a former student at MSU. Has worked various stores in this area. He is from Fargo and keeps busy outside of work by water-skiing, swimming, bowling, hunting, or some coin collecting.

'Cont'd pg 6 'Tour I'

## WHAT IT TAKES TO BE MANAGEMENT

Much has been said about the businessman's responsibility to delegate responsibility. The art of accepting responsibility has not been nearly so well covered.

Yet every manager has responsibilities which he must accept and carry out. The ability to handle such responsibilities is a key measure of any executive.

The usual guides developed by psychologists and aptitude testers do not offer much help in spotting a man with the potential to handle responsibility. Nor do they offer much aid to the man who wants to improve his own capacity to handle responsibility. Tests are reasonably reliable for jobs where aptitude and intelligence are main considerations. But when it comes to the intangibles of motivation and drive, both major factors in any individual's capacity to responsibility, the tests fall short.

Furthermore, the tests cannot really distinguish between the natural abilities a man was born with, and the acquired abilities he has picked up in the course of his experience. W. W. Culp, the president of The Ohio College of Applied Science, and former commandant of The U.S. Army Management School, says: "Leaders and managers are made; admittedly some are born with better equipment than others."

The most reliable guides we have are based on what we can learn from observation of men who seem to be outstanding in their ability to accept and carry out responsibility. To begin with, a man who can successfully and cheerfully handle responsibility has a mature approach to:

1. His superiors.
2. His job.
3. His subordinates.
4. His future.

s/ Pat B. Cruz  
Clerk  
Tour III

P.S. To maintain safety and productivity work smarter, not harder,  
SMARTER !!

Cont'd fr Pg 4 - 'Tour I'

Leslie Novotny previously worked at the Fargo Clinic and also at St. Lukes Hospital. She and husband Raymond have two children, Tracey 6, and Sarah 3. Leslie's hobbies and interests are waterskiing, sailing, camping, and bowling.

Gerald Juels worked in the Des Moines, IA., Lubbock, TX. and Provo, UT., post offices before transferring to the Fargo area. Gerald comes from Richland Center, WI., has served in the USMC, and his outside interests, include hunting, skating and reading.

Robert Monlux has worked in the Pierre, SD and Rapid City, SD post offices. Softball, fishing, racquetball billiards, and bowling are some of his interests.

Gene Korstad is originally from Minot ND and was a copier technician and maintenance of manufacturing equipment. Cross country skiing, racquet-

ball, woodburning, and hunting are some of his interests.

Butch Muhle is a former Captain in the USMC, also a foreman for Northern Improvement and manager of the 4-10 Lounge. He and wife, Joie, have two boys Michael and Andrew, and sports are his off hours interests.

Vicki Kovash and husband, Mike live in Moorhead, Vicki enjoys contemporary floral designing, cross-country and downhill skiing, jogging and swimming. Before entering the postal service, Vicki did secretarial and banking work.

Bruce Baarstad was a student and construction worker before entering the postal service. He enjoys sports, fishing, movies and traveling.

s/ Karen Pronovost  
Tour I LSM Opr.

-----

\* FROZEN IDEAS \*

When his daughter commented on the fabulous new equipment in her high school home economics classroom, the father asked, "What have you learned to cook so far?" The girl shrugged, "We haven't got into cooking yet. We're only up to thawing."

Olds Observer

REPORT ON THE ND STATE CONVENTION

by Jean Parrow

The State APWU Convention was held May 16 and 17th at the Town House Motor Inn in Bismarck. Forty-one North Dakota delegates were in attendance; sixteen of which represented our Fargo local. Also in attendance were three state officers and six national officers.

Many things were discussed at this gathering, but what was of main interest to me was the abolishment of six day delivery, and that is what I mainly wish to report on. I, for one, have been sitting back during these troubled times saying, "I feel pretty secure; I don't see how I can be affected by all this." Believe me, Mr. Pat Nilan, our Legislative Director, had me thinking differently in a very short while! President Carter has asked for a cut of \$250 million in the budget for the postal service. Postmaster General Bolger said we could still maintain six day delivery with that cut, but if the cut is greater than that, six day delivery will have to be abolished. The House of Representatives voted a much greater cut than \$250 million, but the Senate rallied to our support. The final fate is up to the house and senate conferees, which were in session at this writing. Presently, things do not look good for six day delivery, but our Congressman and Senators, Mr. Burdick, Andrews, and Young all voted in our favor. It would be great if each of us thanked them to show our appreciation.

How would five day delivery affect us? Someone at the convention stated that their office was looking forward to a five day week with Saturdays off..?? Nothing has been said to the effect that Saturday would be the day of no delivery; it could be Tuesday or possibly Wednesday. Then it sounds like split days off and that's not really so pleasant! Loss of six day delivery means the loss of 20,000 carrier jobs. The extra carriers will most likely be placed on the clerk side. Within eighteen months the carriers will get their seniority back. This won't be good for the employees that haven't a great deal of seniority, and especially gloomy for the newer clerks who were hired after Sept. 15, 1978. The ripples throughout the postal

- Cont'd on Pg 9 'ND State'

CIVIL SERVICE RETIREMENT MERGED WITH SOCIAL SECURITY

Let's hope that we never read that in any newspaper headlines! We will, however, if we don't write to our Congressman and our Senators because this is the year that it could very well happen. Why? There are millions of dollars being poured into this drive to get the Civil Service Retirement billions into the ailing Social Security fund. This year, more than ever, it's being pushed very very hard because it is election year and it's a NOW situation for them and it's your money they want. You'll never in your life earn more money in the fifteen minutes it takes to write to your representatives in our Capitol than you will if you save your retirement. If you don't write and you lose it to Social Security; you've lost more than just a decent retirement. You've also lost the funds and benefits you have earned for your spouse and children in the event the Lord needs your services before theirs.

The war chest of your opponent is full of arsenal and it is ready. The federally-appointed Universal Social Security Coverage Study Commission lays out several ways to make a Social Security Withholding and retirement program mandatory for civil service workers.

We can enjoy retirement at a younger age with somewhat less service because our contributions are larger, but if we do not voice our opinion to Washington, they can't help but entertain a one-sided argument and will vote accordingly.

Don't wait! Take that fifteen minutes right now and get those letters in the mail before the voting is all done and there is nothing left but the crying because we now face more years of service to the postal service for less retirement funds and less retirement benefits. Take a good hard look at what it could be; the threat is very real.

s/ Jim Pavlish

\* \* \* \* \*

// YOUR CONFIDENCE //

"Too long have the workers of the world waited for some Moses to lead them out of bondage. He has not come; he will never come. I would not lead you out if I could; for if you could be led out you could be led back. I would have you make up your minds that there is nothing that you cannot do for yourselves."

- Eugene V. Debs -

- Cont'd fr Pg 7 "ND State"

service could mean 30,000 jobs. I guess what really throws me is that Larry Gervais informed us that increasing postage rates one cent would raise over \$700 million! That would guarantee six day delivery no matter what is decided by congress. Looks like we are right in the middle between Congress and Bolger. Now I realize how important it is to have a strong union! Those of you who are not taking an active part in your union, please start now. Your union needs you....and you need your union!

Mr. Nilan also informed us that our retirees lost their twice a year COLA as far as the House vote was concerned. The next COLA raise will be in the normal month of September. After that it is recommended that it be received annually in July. Does that date mean anything to you? Yes, the Social Security recipients also receive their raise in that very same month! Just one more step towards merging Civil Service Retirement with Social Security!

We will be receiving back pay for learning schemes off the clock, but no one knows when. Stalling techniques are being used now so that the money due us is drawing interest for the postal service, while depreciating for us in buying power.

Election of state officers was held. The unopposed candidates were Jim Vanyo for President and Dave Almy for Secretary-Treasurer. The office of Vice President had two candidates - Merle Bakkegard and Don Bauman with Bakkegard winning 35-12. Congratulations, Merle!

...Between the time this article was turned in for publication and its actual printing we have now - for this year - retained our six day delivery. However, remember what you've just read because you can bet that we'll be facing this issue again sooner than we care to and it'll be up to us to make our voices heard... Yes, us and no one else!

s/ Jean Parrow  
LSM Opr.  
Tour III

\*\* U N I O N S B U I L D O U R E C O N O M Y \*\*

" FARGO TOUR GUIDE "  
P.O. Box 1874  
Fargo, N.D. 58107  
Address Correction  
Requested

Non-Profit  
Organization  
U.S. Postage  
PAID  
Permit #1275  
Fargo, N. D.

*William C. Cardwell*  
*317 Francis St.*  
*West Fargo, N.D.*  
*58078*

EDITOR---JAMES PAVLISH  
ASSOC. EDITOR---ARDEN LEMLEY

\*\* SPECIAL UNION MEETING \*\*

Called by President Bill Cardwell of Local #88 to be held at the Labor Temple 3002 N 1st Ave. August 18th at 7:30 PM. Meeting restricted to topics of: 1. Report on National Convention being held in Detroit, MI. 2. Talk on people seeking election to Natl Office, 3. Proposed staffing update, and 4. Statement by your local president. Support your local; you need it, honestly !

-----  
SECOND ANNUAL FARGO MSC SLOW PITCH SOFTBALL TOURNAMENT

September 7, 1980 at Mickelson Field-Fargo, ND beginning at 10:00 AM

The teams can be any combination of postal employees. If any employees in the smaller offices would like to play, contact the committee and we will form an area team. Please let the committee know by August 25th if your office can field a team or if any employee would like to play on an area team.

Bill Cardwell

Norm Bartholomay