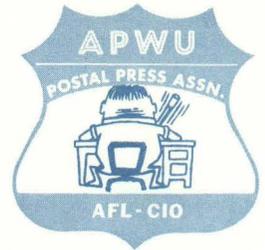




FARGO TOUR GUIDE



Local 88 Box 1874
Fargo, N. Dak. 58107

MAR-APR 1983

FARGO, N. DAK. 58102

VOL 1 NO. 23

APWU
LOCAL #38, FARGO, NORTH DAKOTA

STATE OF THE LOCAL
by Bill Cardwell, President

Well, another election has come and gone. I would like to welcome the newly elected officers aboard and say thank you to our retiring officers.

On April 9th, we had our annual installation dinner/dance. Jerry Fabian, National Clerk-Craft representative, Minneapolis region, officiated at the installation. The dinner was good and I believe a good time was had by all.

There were 110 people at the installation and \$380.00 was given to COPA by those in attendance. I think that is pretty good. The COPA money from this Local will be turned in at the state convention in Williston, April 28, 29, and 30. If you were not at the installation and would like to contribute to COPA please see me.

As I go into my third term as your Local President, I would like to inform you of some of the problems we are facing. As

you know we just went through a new staffing in March. When I found out what local management's plans were prior to the new staffing, I said it would not work and at this writing the new staffing has been in place for a little over a month and it is not working. The overtime has increased dramatically. Mandatory overtime is now more than at Christmas time, in fact, overtime period, is now greater than at Christmas time. This is a long way from local management's position that, when the new staffing was implemented, overtime would be between 3 and 6%. I would guess that overtime on all three tours combined is running about 13% at the present time. I also can't understand the selling of spot annual just about daily on Tour Two, while using mandatory overtime on Tour Three to advance mail on the LSM; and on Tour One, sell annual and LWOP because there is no mail to work on the LSM. It is my position that if all three tours were properly staffed,
..cont'd-page 3 'Local'

SUPPORT YOUR LOCAL UNION

FARGO TOUR GUIDE

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

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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 Editor or advertisers of this publication.

ELECTION RESULTS

March was election month. Bill Cardwell has been re-elected as Local #88 President. We do have a new Vice President, Bernard Benson, and also a new editor, Terry Brown. Marvin Peterson was elected as Trustee. Harry Schafer was appointed to trustee to fill the vacancy of Ben Benson.

Delegates to the state convention in Williston on Apr. 28 - 30 were Ed Mayer, Jim Pavlish, Lloyd Levine, and Mel Johnson. Two have declined so Joyce Hom and Janice Owings will be going. FM Trades & Labor delegates are Jim Pavlish, Joyce Hom, and Merle Bakkegard.

'Local - from page 1.

this would not be happening.

Some of the other things we are facing is the down grading of clerk craft jobs. Also, Contract negotiations are coming up fast. It is my opinion that negotiations will not be easy this time around.

These are just a few of the bigger problems we are facing. Of course, we still have local negotiations and from what I've been hearing, they are going to be tough, also. But, with the help of our National Officers we will face these problems as they come up and hope to resolve them in our favor.

Sincerely and fraternally,

s/ Bill Cardwell
Local 88 APWU President

APPEAL FOR SAFETY
***** *** *****

A major concern for all of us is safety on the workroom floor. Personal injury and personal loss are things we all want to escape, but many of us do little on our own to help avoid accidents that cause them. However, there are things that can be done on the job to help prevent painful incidents, particularly those caused by unsafe acts.

First of all, no matter how good you are at your job, or how long you've been around, don't take safety for granted. Always keep your personal guard up. When you let down, you are exposing yourself to accidents.

Secondly, take time to be safe. Don't take a chance that an accident won't happen this time. Taking shortcuts or not taking time to use a safety device, are quick ways to get involved in an accident.

A third way to avoid unsafe acts is to form good work habits. There is a right way to do every job, and the right way is the safe way. Accept the fact that accidents don't just happen to the other guy, or at least be realistic enough to acknowledge that you are the "other guy" to everyone else.

The awful truth is that accidents play no favorites. They can happen to anyone.

Sometimes take a few moments and look ahead. Try and visualize your name on an accident report. It could happen, but it doesn't have to if you take the simple precautions that have been outlined.

CONGRATULATIONS go to Tour One who will, in a matter of a few weeks, have gone through a whole year without an accident.

KEEP UP THE GOOD WORK!!!
**** ** *** **** ****

part from Madison Flash Report

- - - - - SOCIAL SECURITY - - - - -

March 25, 1983.

Major provisions of the Social Security rescue bill approved by a House-Senate conference committee:

1. AGE. The retirement age would climb to 67 during the beginning of the next century. It would rise by two months a year to 66 by 2009, then to 67 by 2027.
People could still retire at 62, but at a penalty of 25% in 2009 and 30% in 2027. Early retirees now are penalized 20%.
2. TAXES. The payroll tax will remain at 6.7% for employees next year, but climb to 7.05% in 1985, 7.15% in 1986 and 7.65% in 1990.
3. COVERAGE. All federal workers hired in 1984 and beyond would be forced to join Social Security, along with Congress and other top executives in Government. The Committee threw out a Senate plan to delay coverage for new federal workers until Congress devises a supplementary pension plan for them. All employees of non-profit organizations also would be forced into Social Security next Jan. 1.
4. BENEFIT TAX. Retirees would pay income tax on half their Social Security benefit if their income exceeded \$25,000 for individuals or \$32,000 for couples.
5. BENEFIT FREEZE. This July's cost-of-living increase would be delayed until Jan. and future raises would come in Jan.

This column by Wayne Lubenow appeared recently in the Midweek Eagle - Ed.

It occurred to me the other day that people do not observe the little everyday things in life.

Trivial things go unnoticed, even though we brush up against them daily.

This profound thought came to me as I was standing in line at the post office. I was going to buy 30 stamps, each of them worth 37 cents. I have been doing it every week for 12 years.

It comes to \$11.10. It always does.

Well, I got my turn at the counter and got my stamps and for the first time I looked at them.

There is a picture of Robert Millikan on them.

Then it dawned on me that I had pasted Robert Millikan's picture on 18,720 (roughly) letters over the past 12 years and I didn't know who he was.

"Who is Robert Millikan?" I asked the postal clerk.

He was pleasant. "Hmmm," He said, "Millikan. I think he works on the loading dock out back, but I'm not sure."

Then he turned to another guy and hollered, "Hey Harry, does Bob Millikan work out back or is he a letter carrier?"

Harry looked up from his lunch bucket.

"Bob Millikan?" he said. "Say, I think he works out at the University Station Post Office."

"Nah," the clerk said, "That's Bob Hammagan. Remember, he's the guy who knocked over the tree at the Christmas party?"

Harry chuckled. "Yeah, that was great-and remember the tree came down on the postmaster's head?"

The clerk and Harry slapped their legs and laughed for awhile and the clerk said, "Don't worry, fella, we'll find this Millikan guy for you. Hey, Harry, call personnel and see where this Millikan is."

"Uh...hold it, guys." I said. "I don't think Robert Millikan

works here. He's the man on the 37-cent stamp."

The clerk eyeballed me like I had running sores or, at least, Herpes.

"He's a guy on a stamp?" he barked. "How in hell are we supposed to know everybody on stamps? We got people on stamps nobody ever heard of. Besides that, we got airplanes on stamps and birds and flowers and buildings and I think we even got a gorrilla on one."

"I'm sorry, sir," I said, "I was just wondering who..."

Just then Harry put down the phone and interrupted.

"I think we got it," he said jubilantly. "The personnel manager says that Bob Mulligan retired five years ago on a disability pension. Got his hand smashed in a stamp drawer or something. He thinks old Bob is down in Arizona or somewhere."

The clerk looked at Harry and said, "He ain't looking for Bob Mulligan. He's looking for Bob Millikan. He's a guy on the 37-cent stamp."

"Geez," Harry said, "What in hell does he want to see him for?"

"Never mind, guys," I said as I took my stamps. "I'll find old Bob myself."

See, that's the problem. People just go on about their work-a-day worlds without noticing anything-or caring.

Well, I climbed into my car and went home-after pasting 30 more Robert Millikan stamps on my letters.

Back home I dug out the encyclopedia and there he was.

Robert Millikan (1868-1953). (No wonder they couldn't find him in the post office.)

He was an American physicist, one of the most illustrious U.S. scientists. He is noted for his measurement of the electrical charge carried by the electron and for his contributions to cos-

...con't-page 7 'Millikan'

***** I OWE MY SOUL TO THE COMPANY STORE *****

The "good old days" don't always seem so good when compared with today. This is certainly true in the world of business, where technology and contract negotiations have greatly changed the scene. Consider these ten office rules and policies posted in 1872 by Zachery U. Geiger, proprietor of the Mount Cory Carriage and Wagon Work in IN.

1. Office employees will daily sweep the floors and dust the furniture, shelves and showcases.

2. Each clerk will bring in a bucket of water and a scuttle of coal for the day's business.

3. Clerks will each day fill lamps, clean chimneys, and trim wicks.

4. Clerks will wash the windows once a week.

5. Make your writing pens carefully. You may whittle the nibs according to individual tastes.

6. This office will open at 7:00 A.M. and close at 8:00 P.M. daily, except on the Sabbath, on which day it will remain closed.

7. Men employees will be given an evening off each week for courting purposes, or two evenings a week if they go regularly to church.

8. Every employee should lay aside from each pay a goodly sum of his earnings for his benefits during his declining years, so that he will not become a burden upon the charity of his betters.

9. Any employee who smokes Spanish cigars, uses liquor in any form, gets shaved in a barber shop, or frequents public pool halls, will give us good reason to suspect his worth, intention, integrity, and honesty.

10. The employee who has performed his labors faithfully and without fault for a period of five years in our service, and who has been thrifty and attentive to his religious duties, and is looked upon by his fellowmen as a substantial and law-abiding citizen, will be given an increase of five cents per day, providing a just return in profits from business permits it.

(Reprinted from the LOUISVILLE FED)

WHAT KIND OF BONE ARE YOU?

In the anatomy of every organization there are four kinds of bones.

1-There are wish bones-who spend all their time wishing someone else would do the work.

2-There are jaw bones-who do all the talking, but little else.

3-There are the knuckle bones-who knock everything anyone tries to do.

4-And there are the back bones-who get under the load and do the work.

(Reprinted from FORT WORTH OUTPOST)

'Millikan - from page 5.

mic-ray research. Not only that, in 1923 he won the Nobel prize for physics by spraying tiny drops of oil into a specially-built chamber.

Yes, sir, he was the guy who was director of the California Institute of Technology which became famous for discovering the "meson," a fundamental atomic particle.

That's what the encyclopedia says. It doesn't say when he got his picture on my 37-cent stamps.

Well, I'm certainly better off knowing who Robert Millikan was-

even if I don't know a cosmic ray from a "meson."

I think it's important for us Americans to know one another-even after the other guy has gone to that Great Cosmic Ray In The Sky.

Why was I so insistent on knowing who Robert Millikan was?

Hey, I've licked his backside 18,720 times.

I thought it was high time we got to know each other.

I'm just glad there isn't a bird or a gorilla on a 37-cent stamp.

--Wayne Lubenow

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USPS: HOW BIG IS IT?

-That if it were a private corporation measured in terms of sales, the Postal Service would rank in the 15 top industrials, behind General Motor, Exxon and others, but ahead of such corporations as Getty Oil, Chrysler, U.S. Steel and Du Pont.

-Its 667,000 employees (which includes 3,761 casuals and 16,730 rural carrier subs as of AP7) put behind only AT&T and General Motors as the largest civilian employer in the country.

-Last year, these employees, operating out of some 35,000 post offices, stations and branches-the largest network of "retail outlets" of any American organization- "sold" more than \$17 billion worth of postage and other services.

-They and contract drivers also covered billions of miles of American roadways in almost a quarter of a million vehicles to get the mail every day to the nation's 86 million homes, offices, stores, churches, warehouses, and factories.

-The Postal Service is also growing in workload; last year's increase of 6.5 billion pieces-an all time record-pushed total volume to over 106 million.

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THE STEWARD

Who's the guy that gets the grief,
Takes abuse beyond belief,
Bends the ear without relief?

It's the steward!

He tries to keep the group intact,
Sifts the rumor from the fact;
In a pinch, who has to act?

It's the steward!

When the opposition's tough
And the going's plenty rough
Does he say he's had enough?

Not the steward.

When he's hammered out a raise
After sweating nights and lays-
Does he get a bit of praise?

Ask the steward.

When St. Peter swings the gate
Stand aside and let us wait,
There's one guy that ought to rate-

It's the steward.

ANON