

Local 88 Box 1874
Fargo, N. Dak. 58107

VOL. V NO. 1

FARGO, N. DAK. 58102

MARCH 1989

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WHEN YOU BUY YOUR
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UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO

President.....Ben Benson
Vice-President.....Jeremy Cahill
Financial Secretary....Cindy Korstad
Recording Secretary....Gene Korstad
Editor.....Vacant
Sgt-at-Arms.....Joyce Hom
Trustees.....Beth Parrow
Dick Thomas
Jan Owings
Hospital Plan Rep.....Sue Ament
Chief Steward.....Dan Stark

All members are invited to submit articles for the paper. All items to be printed must be signed. Opinions expressed are those of the author and not necessarily the opinion of the Editor, the Local, or the APWU officers. Articles and address changes may be sent to:

Fargo Tour Guide
P.O. Box 1874
Fargo, N.D. 58107

ON DECK: by J. Cahill

On January 21st of this year the first attempt to elect officers of the local was made.

It was not successful.

The reasons are as many and varied as the makeup of the membership itself.

Apathy, fear, indecision, frustration... any number of reasons were offered to avoid having to take over from a tired and weary President.

I can't speak for Ben, but, I know that I didn't feel that the members of this local backed the officers and stewards of the local.

Only one member suggested to myself that I should seek the office of President.

I received more interest from the representatives of the USPS regarding the election and its outcome than from the general membership.

A second attempt was made to solicit nominations for the vacant offices on February 4th.

Only a severe scolding by our good friend and National Business Agent, Larry Gervais, along with some heartfelt persuasion by a few staunch union members elicited some positive response.

A new leadership will take office next month.

I can only ask that when a call is given to the membership to participate, that the seriousness of our requests will not fall on deaf ears.

FROM THE HILL:

We turn the calendar on another Christmas season, looking forward to summer vacation. The big paychecks are gone for a time, now, and the memories of Budget Cuts, and shortened window hours seem like years ago.

The same issues which we fought so hard for last year loom before us again. A new force in the White House has taken office and is faced with the burden of balancing budgets, growing deficits, and making good the pledge of "no new taxes". Certainly, a herculean task for the Bush Administration and the 101st Congress.

The fight to take the Postal Service off-budget has been identified as the highest priority item on the APWU legislative calendar. Not far behind follows the passage of reform on the Hatch Act. As always, there will be attempts to carve portions of benefits to active workers and retirees.

During the first session of the 100th Congress, the APWU had identified seven issues, to be voted upon, that directly effected APWU members and retirees. Our latest National Newsletter reported that the Senators and Congressman from North Dakota voted correctly in favor of our concerns

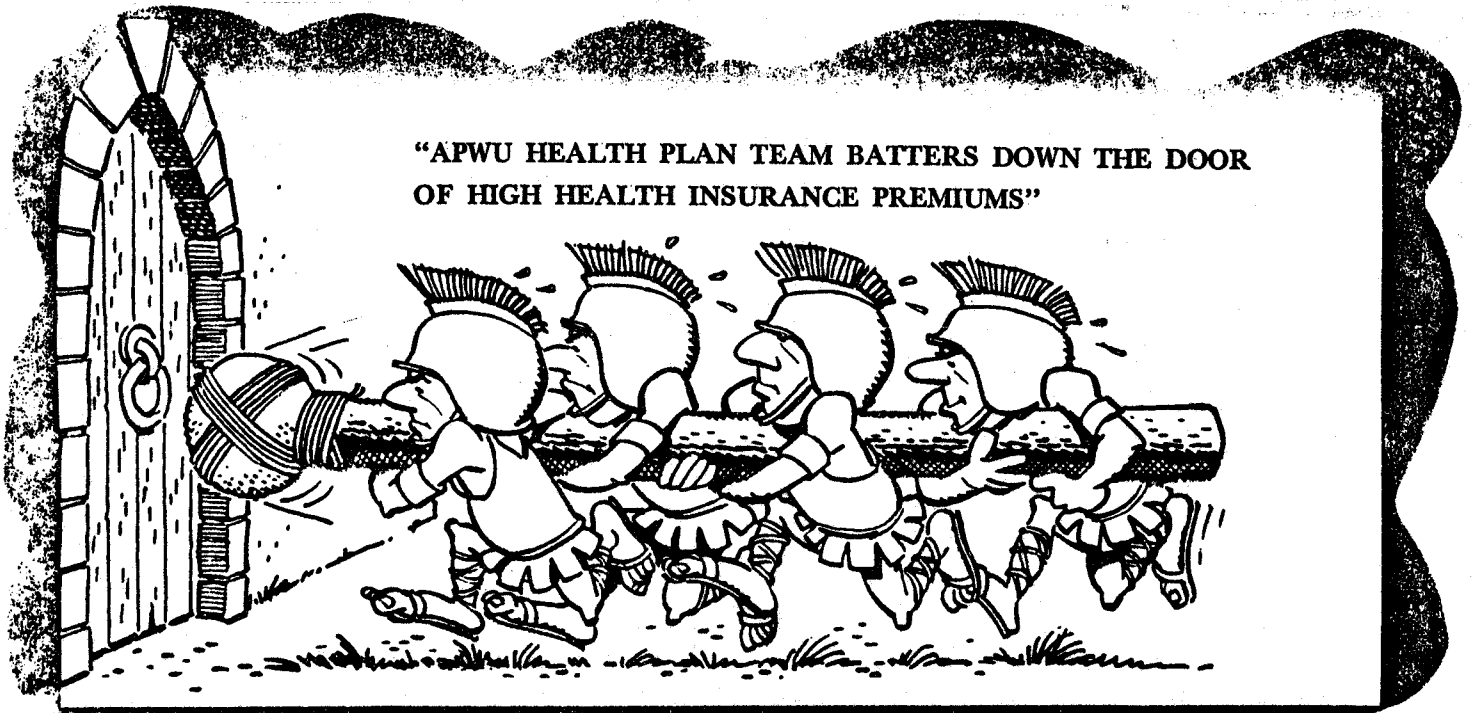
The second session of the 100th Congress contained four such issues to be voted upon. On these votes, our Representatives were almost perfect in their voting record, as reported in the National Newsletter. Only on one issue, a Budget Resolution, did our Congressman and one Senator vote against our concerns. This Budget Resolution called for full funding for retiree COLA's, full funding for USPS revenue foregone appropriations, and a 3% raise for federal civilian government employees. Fortunately, the resolutions in both the Senate and Congress were adopted.

I think that it would only be prudent on our part to express our thanks to our Representatives for their support, and to inform them of our positions on issues which will be coming before them in the 101st Congress.

Collective bargaining, guaranteed employment, COLA's, Retirement Benefits, raises, Health Benefits, Leave.

Remember... what Congress giveth, Congress can taketh away.

"APWU HEALTH PLAN TEAM BATTERS DOWN THE DOOR OF HIGH HEALTH INSURANCE PREMIUMS"



UPCOMING EVENTS:

- March 7 9:30 AM APWU-USPS Labor-Management Mtg.
- March 11 Social-Recreation Dinner Dance
- March 13 7:00 PM AFL-CIO F-M Trades and Labor Mtg.
- March 15-16 National Legislative APWU Rally, Wash. D.C.
- March 18 9:00 AM Fargo Area Loc APWU Regular Monthly Meeting, 303½ Rbt. St.

ABOUT THE COVER:

Every spring, the Fargo Local conducts a COPA Fund Drive. This year will not be the exception. There are many issues before the Congress that are important to us as an organization and employees of the USPS.

I have asked the members of the APWU Bowling Team to accept your donations to COPA.

I have also set a goal of the membership of \$5.00 per capita. Please seek out the people below and make their task that much easier. Thanks.

- TOUR I Denny Miller
Dick Thomas
- TOUR II Ron Cossette
Gerry Rheault, Ch.
- TOUR III Jan Owings

JUST THE FAX, FRANK

The USPS has committed itself to test market a FAX service in 400 Post Offices, nationwide, as soon as an agreement can be reached with a FAX machine company regarding partnership arrangements.

If a financial success, the FAX service would be expanded to 8000 Post Offices, nationwide.

FAX technology involves the use of a document reconstruction transmittal and receiver machine which uses existing phone lines to transport the information.

The transmission takes only a few minutes at most and the cost would be considerably less than any present overnight delivery service, including Express Mail.

If given the choice between nearly instantaneous and guaranteed document delivery, and an overnight delivery service, which would you choose.

Remember, Express Mail was the most profitable service sold by the Postal Service.

Aprons, both APWU embossed in Blue and heavy olive canvas, are available for purchase from your steward, or contact Ed Mayer, Tour I.

Anyone with artistic ability, who would like to donate their time and talent for illustrations and graphics to the Local Newsletter, please contact:

- Jan Owings Tour III
- Jeremy Cahill Tour II

or write :
Fargo Tour Guide
P.O. Box 1874
Fargo, N.D. 58107

ALERT!

WHEN TO REQUEST A STEWARD—A frequently asked question, especially among newer employees, is “when should I ask to talk to a union steward?” Below I have listed some (but certainly not all) situations I would strongly recommend requesting a union steward.

- If you are issued any form of discipline.
- If you are placed on restricted on sick leave.
- If you are charged with being AWOL.
- If you are a PTF and not worked at least 4 hours a day.
- If you are ordered to obtain a medical note for an absence of 3 days or less and you are not on restricted leave.
- If you are on the overtime desired list and are overlooked for overtime.
- If your supervisor intimidates you, harrasses you, or asks you to resign.
- If you bid on a job and it is awarded to a junior employee.

USE OF SICK LEAVE—Employees who receive discipline for unsatisfactory attendance are not actually being disciplined for using sick leave. They are being disciplined for unscheduled absences.

Part 511.41 of the EL&R manual defines “unscheduled absences” as “any absence(s) from work which are not requested and approved in advance.” Too frequently, employees will call in sick on the same day they had root canal work or minor surgery or some other medical problem they knew about in advance.

If you know in advance that you will be undergoing medical or dental treatment, apply for sick leave on a form 3971 and have an approved copy back **BEFORE** you go on sick leave. Thus your absence is applied for and approved in advance and is no longer an unscheduled absence. When applying, submit medical documentation to your supervisor along with the form 3971. Be safe and make a copy of the note before submitting it.

Remember to avoid unscheduled absences as much as possible. You are entitled to use sick leave for medical, dental, or optical treatment or examination, for pregnancy, illness, disease or injury. Be smart and, as much as possible, get the sick leave approved in advance.

WELCOME NEW MEMBERS!

Bernadette Cruz
Kent Week

WHEN AN INSPECTOR COMES TO CALL ...



It COULD happen to you! Would you know what to do if you were suddenly called into the supervisor's office and confronted with a Postal Inspector? This critical information which was compiled by Carolyn Pierce, President of the Hollywood, FL Local (originally appearing in the "Lantern & Quill") should be read and learned **VERY CAREFULLY!**

- 1) Read Article 17, Section 3 of your National Agreement.
- 2) As soon as an Individual identifies himself to you as a Postal Inspector, you should request a Union Representative. If you do not ask for this representation, it will not be given to you.
- 3) Tell the Inspector that you will cooperate with them fully but you will not waive any of your rights, including your right to remain silent.
- 4) Advise the Inspector that you intend to seek legal counsel and when you have engaged the services of an attorney you will cooperate with their investigation.
- 5) **DO NOT SIGN ANYTHING** including PS1067, U.S. Postal Inspection Service warning and waiver of rights, until you have engaged legal counsel (Miranda Warning).
- 6) Polygraph tests are voluntary and it is **NOT** a good idea to volunteer for an exam until you obtain legal counsel.
- 7) You must be informed of your Constitutional rights against self-incrimination. You are entitled to remain silent thereafter, or to refuse to answer questions except in the presence of your attorney.
- 8) There is no requirement, legal or contractual, to submit a written statement to the Inspection Service before consulting an attorney.
- 9) As Postal Employees, we are subject to investigation by the Postal Inspection Service for off-duty, as well as on-duty, activities.



NOTICE



THIS OFFICE REQUIRES NO PHYSICAL FITNESS PROGRAM—EVERYONE GETS PLENTY OF EXERCISE JUMPING TO CONCLUSIONS, FLYING OFF THE HANDLE, RUNNING DOWN THE BOSS, KNIFING FRIENDS IN THE BACK, DODGING RESPONSIBILITY, POLISHING THE APPLE AND PUSHING THEIR LUCK.



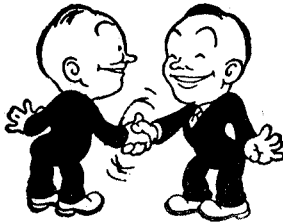
\$333 COLA Increase November 9

Based on the September 1985 consumer price index, the third cost-of-living adjustment increase under the 1984-87 contract amounts to 16 cents per hour, \$12.81 per bi-weekly pay period, or \$333.00 per year. The COLA will take effect November 9, 1985 and will be reflected in paychecks dated November 29.

\$728 Total COLA to Date

This brings the COLA increases paid under this contract to \$728. Three additional COLA increases and one additional basic pay increase in July 1986 are yet to come under this contract.

Welcome New Members



KEVIN D. FRAZIER

DE ANN FLECK

APW's Accident Insurance Plan

MAXIMUM OPTION

Costs members \$4.⁹⁰ per mo. Non-taxable income includes:

\$20 per day from first day of disability
\$7,300 for 52 week period, temporary disability.
Availability of permanent disability benefits.
\$7,500 death benefit due to an accident.
Also lump sum benefits for injury or disability caused by an accident.

Restrictions:

Disability of the spine limited to 90 days
lifetime total except herniated discs 180
days lifetime total.
Disability caused by repair of inguinal or
femoral hernias compensated at \$405.00.
Disability or death caused by fracture of the
femur limited to \$2,700.00.
Fee for joining is \$5.00 which includes first
month's assessment, then \$4.90 per month plus
any small handling fee your Local may assess.

VOLUNTARY WITHHOLDING OF ND STATE TAX

In accordance with Senate Concurrent Resolution Number 4042 North Dakota postal employees may elect to have state income tax voluntarily withheld from salary payments.

The withholding rate will be 10½% of Federal tax withheld regardless of marital status, or number of exemptions claimed. North Dakota does not currently furnish tax withholding forms; therefore it will be necessary for employees to submit a Federal W-4 form in order to have state tax withheld.

Employees should include their ZIP+4 number in their address. Mail completed forms to Minneapolis PDC at the following address. This will become effective pay period 01-86.





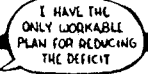
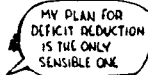

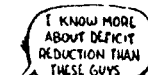
Postal Data Center

Attention: Payroll

Minneapolis, MN 55470-9630

PUZZLE TIME

MATCH THE FIGURE AT LEFT WITH THE PHILOSOPHY AT RIGHT.

<ol style="list-style-type: none"> 1.  SENATE REPUBLICANS (Postal Buy streets) 2.  HOUSE DEMOCRATS (Supervisors) 3.  THE PRESIDENT (THE PMG) 4.  SPARKY (sparky) 	<ol style="list-style-type: none"> A.  B.  C.  D. 
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ANSWERS: 1-C, 2-C, 3-C, 4-D
Adapted for USPS budget crisis



" FARGO TOUR GUIDE "
P.O. BOX 1874
Fargo, ND 58107

Address Correction
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Please
Deliver To:

APWU Health Plan —

- **Low Cost**
- **Comprehensive Coverage**
- **Prompt Service**

— A Plan for All Reasons