

Local 88 Box 1874
Fargo, N. Dak. 58107

VOL. VI NO. 1

FARGO NORTH DAKOTA

MARCH 1990

\$ COPA

ANNUAL FUND DRIVE

COPA

DONATE NOW

COPA \$

Fargo Area Local APWU
Officers and Stewards

President.....Jeremy Cahill
Vice-President.....Bruce Baarstad
Education and Communications
Coordinator.....Jan Owings
Secretary-Treasurer. Cindy Korstad
Trustees.....Merle Bakkegard
Benard Benson
Beth Parrow
Hospital Plan Rep..Sue Ament
Chief Steward.....Dan Stark
Tour I Steward.....Beth Parrow
Cheryl Chamberlain
Pete Slabik (Alt.)
Tour II Steward....Benard Benson
Jeremy Cahill
Tour III Steward...Bruce Baarstad
Pat Jeanotte
CFS Steward.....Sue Carnahan
Maint. Steward.....Mitch Johnson(Alt.)
West Fargo Steward.Richard Fradet(Alt)
Gary Johnson(Alt)
Editor.....Vacant
Safety and Health
Representative..Dan Stark (Main)
Gerry Rheault (Prwd)

All members are invited to submit articles for the paper. All items to be printed must be signed. Opinions expressed are those of the individual and not necessarily the opinion of the Editor, the Local, or the APWU.

Articles and address changes may be sent to: Fargo Area Local APWU
P.O. Box 1874
Fargo, ND 58107-1874

ED

In the world that is painted for us by the media of this country there are many personalities that are recognized by a singular name. We see their name and the face pops into the foreground of our memories.

ED. In our smaller postal universe there is only one "ED". Ed Mayer.

Ed's name is recorded in carbon on the documents of the Fargo APWU from as far back as records have been kept. Ed has been the Fargo Local's Treasurer for twenty years. His dedication to the Union's cause is unequalled. Ed did it all... COPA Fund drives, signing up new members, policing the contract, delegate to State and National Conventions, not only a Local Officer but a State Officer (at the same time!), remodel the Local Office, the contributions go on and on and ...

Ed will retire from the Postal Service this week. As always, he has prepared well for this event. He will serve as the Treasurer of the Credit Union, and will serve the community as the owner and operator of Mayer Lawn Service.

I don't know where he ever found the time or the energy to be the totally loyal and committed Union member.

I know that we will see Ed from time to time, but I would like to publicly thank Ed for his help, his dedication, his perseverance, and just for being there.

THANKS ED!

Good Luck and God Bless

Jeremy

ABOUT THE COVER

Every year, the Fargo Local, in conjunction with locals across the state, conducts a fund drive for COPA.

COPA is the acronym for Committee On Political Action.

The funds that are donated to COPA are used to lobby our representatives in Congress on issues which are important to the livelihood of the members-us. The members who accept your donations for COPA have volunteered their time to this cause... please make their task as simple as possible. Seek out the volunteer on your Tour and make your donation now!!

As usual, I have in mind a goal which I believe this Local is capable of achieving, a per capita average of \$10.00. Thanks.

Tour I: Beth Parrow
Cheryl Chamberlain

Tour II: Jeremy Cahill
Merle Bakkegard

Tour III: Jan Owings
Dave Stark

Upcoming Events

April 16th 7:30PM Next Regular
Local Monthly Meeting

April 26-28 ND State APWU
Convention, Williston

May 4-5 ND State AFL-CIO Convention
Bismarck

July 27-Aug 3 APWU National
Convention, Las Vegas

Again, anyone who would be interested in putting together our newsletter, please contact Jeremy Cahill. You will learn layout and design, legal responsibilities, as well as employment advancement possibilities such as preparing a Bulk Mailing.

ELECTION RESULTS

At our regular monthly meeting of January 1990, nominations were accepted for offices of the Fargo Area Local APWU.

At that meeting, the office of Secretary-Treasurer was filled by unanimous ballot (unopposed). Cindy Korstad will continue for three more years in this position.

Also, the position of Delegate to the Local Trades and Labor Assembly was filled by unanimous ballot. Gene Korstad is the successful candidate and was duly sworn in at the Trades and Labor Assembly meeting in March.

Ballots for the contested positions were mailed to all members and the response was excellent, and the results are as follows:

Office of Trustee:
Three Year Term: Benard Benson
One Year Term: Merle Bakkegard

Delegate to the National Convention:
Bruce Baarstad

Delegate to the APWU State
Convention:

Beth Parrow
Richard Thomas
Bruce Baarstad
Gene Korstad
Cindy Korstad
Merle Bakkegard
Peggy Reed
Leon Zavadil
Dan Stark
Donna Boe
Pete Slabik

Congratulations to all and a special thanks to all who placed their names in nomination!

Aprons are available in Blue Denim with the APWU swoosh silk-screening for \$6.50 for members (cost) and \$13.00 for non-members.

WHAT IS A SCAB:

After God had finished the rattlesnake, the toad and the vampire, He had some awful substance left with which He made a **SCAB**. A **SCAB** is a two-legged animal with a corkscrew soul, a water-logged brain, and combination backbone made of jelly and glue.

Where others have hearts he carries a tumor of rotten principles.

When a **SCAB** comes down the street men turn their backs and angels weep in heaven, and the devil shuts the gates of hell to keep him out. No man has a right to **SCAB** as long as there is a pool of water deep enough to drown his body in, or a rope long enough to hang his carcass with. Judas Iscariot was a gentleman compared with a **SCAB**. For betraying his Master, he had enough character to hang himself. **A SCAB HASN'T!**

Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for 30 pices of silver. Benedict Arnold sold his country for a promise of a commission in the British Army. The modern strikebreaker sells his birthright, his country, his wife, his children, and his fellowmen for an unfulfilled promise from his employer, trust or corporation.

Esau was a traitor to himself. Judas Iscariot was a traitor to his God. Benedict Arnold was a traitor to his country.

A STRIKEBREAKER IS A TRAITOR TO HIS GOD, HIS COUNTRY, HIS FAMILY AND HIS CLASS!

By Jack London*

*Jack London (1876-1916) was the author of such novels as "The Call of the Wild" (1903), "The Sea Wolf" (1904), and "Martin Eden" (1909). He was also an avid socialist and enthusiastic union supporter.

Editor's Note: Does it remind you of anyone?

**EVERY
POSTAL WORKER
GETS
UNION BENEFITS**

**APWU
APWU
APWU**

**EVERY
POSTAL WORKER
SHOULD PAY
HIS SHARE!**

JUST SAY:

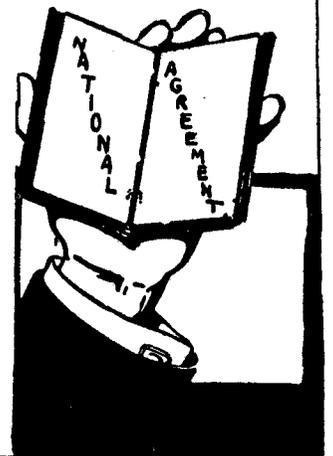
NO



**to Managers
Doing Bargaining
Unit Work!**

★ IT'S IN THE CONTRACT ★

**If you see a Supervisor doing
Craft work - YOUR work - ask
to see your Steward and GRIEVE IT!**



"Can't the Union do something about that?" "Why doesn't the Union do something?" "When is the Union going to do something about this?"

Have you ever asked any of these questions? I know I have. I've mumbled it to myself, then, thinking about it for awhile, I came to the conclusion that I am the Union, and maybe I should be trying to do something about the problems we have.

The next time you find yourself frustrated with a work situation, or unhappy with the APWU, remember.. that whether or not you attend meetings, you are the Union. If you feel the Union isn't doing enough don't blame the handful of members who attend the meetings regularly.

The APWU is there for you, but it is everyone's responsibility to keep it as strong and effective as possible.

Jan Owings

State of the Union

1989 turned out to be the year of the status quo. We survived attacks upon our Annual Leave program and our Seniority language in our Local Memorandum. The level of membership in the Fargo Local has remained constant, what with the enlistment of new members and the defection of some disgruntled members and losses due to retirements. The computer has not been purchased, although, the Computer Fund has been capped and the monthly allocation is now deposited into a Social and Recreation Fund for , as yet undetermined, activities. Attendance at meetings has dropped and interest in stewardships has declined, although the Local mailed out ballots for elections for the first time in several years due to members' interest in running for Local office.

I feel that this year will be a pivotal year for both the Local and National APWU.

Jeremy Cahill

REQUEST FOR TEMPORARY SCHEDULE CHANGE FOR PERSONAL CONVENIENCE

Requests for temporary schedule change for personal convenience must be submitted by the employee on PS Form 3189. Each request is submitted in duplicate and must be signed by the employee and the local union steward.

The UNION DOES NOT APPROVE or DISAPPROVE changes in the schedule. The union steward only signs the request form as an assent to waiving any overtime claim for hours worked outside of the employee's normal work schedule. MANAGEMENT APPROVES or DISAPPROVES ALL requests for temporary schedule changes.

The Local Union is responsible for determining if a request for a temporary schedule change is legitimately for the convenience of the employee rather than for the convenience of management.

Management is prohibited, by law, from asking an employee to sign a temporary schedule change in order to prevent payment of out-of-schedule overtime.

The Union must give full consideration to each request for a temporary schedule change. If the request has merit and is made by and for the convenience of the APWU bargaining unit employee, and DOES NOT IMPOSE undue

hardship to other employees, then the Union would be obligated to sign the request.

The Union may refuse to sign a temporary change of schedule request for the following reasons:

1. When the request for a schedule revision was initiated by management, and does, in effect, constitute and attempt to avoid payment of overtime for work performed outside of schedule.

2. When signing the request would result in undue hardship on other employees.

3. WHEN CHANGE OF SCHEDULE REQUESTS ARE FOR SUCH FREQUENCY OR DURATION OF TIME THAT THE EMPLOYEE HAS, IN EFFECT, ASSUMED A SCHEDULE THAT HE/SHE COULD NOT OBTAIN BY SENIORITY BID.

4. When the request for change of schedule is for an indefinite duration (no specific ending date).

5. When the request for change of schedule CIRCUMVENTS the provisions of the National Agreement.

Reprinted from the "Broadside"

Seattle BMC Local

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

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

— A Plan for All Reasons