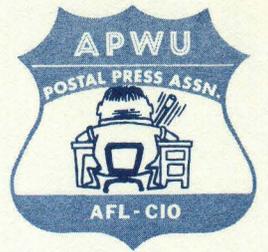




FARGO TOUR GUIDE



Local 88 Box 1874
 Fargo, N. Dak. 58107

(Original Page Missing, July 1991)

FARGO AREA LOCAL APWU
OFFICERS AND STEWARDS

President.....Bruce Baarstad
Vice-President...Dan Stark
Education and Communications
Coordinator...Jeremy Cahill
Financial and Recording
Secretary.....Cindy Korstad
Trustees.....Merle Bakkegard
Beth Parrow
Dick Thomas
Chief Steward....Dan Stark
Steward Tour I...Beth Parrow
Ray Almberg(Alt.)
Steward Tour II..Jeremy Cahill
Steward TourIII..Bruce Baarstad
(Alt.)Cheryl Chamberlain
Steward CFS.....Sue Carnahan
Marlene Perez(Alt.)
Steward Maintenance..
Curt Christianson
Steward West Fargo..
Vacant
Hospital Plan Rep...
Sue Ament
Editor.....Vacant
Chairperson, Social and
Recreation Committee..
Peggy Reed
Safety and Health..
Dan Stark
Ray Almberg

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

Members experiencing a special occasion (e.g. Wedding, Birth) or, a tragedy or health setback (death, hospital confinement for example) within their immediate family may desire well wishes from the Local, in the form of a bouquet. If you know of such an occasion, please contact Sue Ament on Tour III.

HEALTH PLAN NEWS

In this issue, I think if I just pass on to you some of what I have recently learned through practical experience, that should hold us for awhile.

***Physical and Occupational Therapy.**
When our doctors prescribe one of these services, the Health Plan does not cover them unless they are pre-certified. That means that before the therapy begins, our doctors or their office must contact the Health Plan with the information. Don't take no for an answer when you request them to do this!

***Pre-Certification.**
The physician is the one responsible for contacting the Health Plan. If you have had any experience in phoning the Health Plan, you know that ample lead time makes sense. It takes a lot of dialing and redialing to reach the Plan, explain this to your doctors office.

***It pays to shop around, and to let your providers know that you are shopping around.** The Health Plan has Preferred Provider arrangements with a lot of doctors and institutions. This can mean a lot of savings for you!

***Patience and Preseverance.**
As I mentioned before, be prepared to dial and redial the Health Plan phone numbers in order to connect with their operators. They are always busy. Be prepared to bargain with your doctor. It has been my experience that physicians will accept as payment in full the amount that the Health Plan covers. Don't be afraid to ask your doctors if they would accept this arrangement.

Read your brochure on Health Plan Benefits. Read the brochure on how to appeal a claim denial. If your reasons are valid, the Plan can act positively on your appeal, they did on mine. (Steward training didn't hurt)

And finally...

Patience and Perseverance.

Hang tough.

After seven months, all my bills for my surgery have been disposed of, sooo...it takes awhile.

Jeremy Cahill

THE BOTTOM LINE

by B. BAARSTAD

Arbitrator Richard Mittenthal and the remaining 4 members on the panel have issued their "award" to the Postal Service and its 2 largest unions the NALC and our APWU. The award is final and binding on the parties. There is no question about this decision being binding- what the arbitrator sees is what we gets. However, with the exception of the wage package, one may ask oneself just how "final" this award really is.

The Wage Package

The wage package itself is out and dried. It is as follows:

The 1990 APWU National Agreement will provide:

- **ONE CASH PAYMENT**
 - **Four increases to Basic Pay**
 - **Seven cost-of-living adjustments (COLAs)**
1. \$351 cash payment on July 26
 2. June 15, 1991 basic pay increase of 1.2%
 3. A COLA in September 1991
 4. November 16, 1991 basic pay increase of 1.5%
 5. A COLA in March 1992
 6. A COLA in September 1992
 7. November 28, 1992 basic pay increase of 1.5%
 8. A COLA in March 1993
 9. A COLA in September 1993
 10. November 27, 1993 basic pay increase of 1.6%
 11. A COLA in March 1994
 12. A COLA in September 1994

The Unresolved Issues

There remain many contractual issues of great importance to our union on which the Mittenthal Panel either:
(A) Declined to rule upon; or
(B) Established a task force for dealing with an unresolved issue(s).

Several issue areas concerning transitional employees, future health benefits structure, uniforms, and maintenance promotion system changes will, if not resolved thru negotiations within each task force, be impasse to further arbitration.

The panel declined to rule on a key issue to our future; the contracting out of remote video encoding.

Task forces for such issues as Article 12/Reassignments, Clerk Craft Crew Chief, and Clerk craft inter-level bidding must either reach agreement on differing issues or live with the existing contract language, for there was no provision for recourse to arbitration. As you can see, this award is anything but final.

Win, Lose, or Draw?

The following are some of the items we got, maintained, or lost in the decision:

- 1) Basic salary increases instead of bonuses. Think what you will about the size of the raises we received; It was very important that we retained the concept of salary increases vs. one-time bonuses. Bonuses are a one-time shot that do NOT figure into your salary, nite differential, Sunday pay, OT pay, life insurance calculations, retirement calculations, etc.
- 2) Continuation of an uncapped/ untriggered COLA. The COLA accrued from the 1987 contract amounts to \$2517. Imagine if that had been capped at \$1000 for that contract.
- 3) Increased uniform allowance of 10%.
- 4) Continuation of ART.6/6-year no layoff protection. We did lose the memo of understanding which gave those with less than 6 years protection for the duration of the contract.
- 5) \$1.3 million dependant care fund
- 6) 440 hour A/L carryover
- 7) Leave sharing: program and set of rules must be written by 12/12/91.
- 8) 90/10 ratio of full-time to part-time employees changed to 80/20 for the Clerk craft
- 9) Local Negotiations- Management was given, under certain restrictions, the right to impasse IMOU items, a change that benefits job security for arbitrators.

ABOUT THE COVER

Contract language can (and usually is) be a tedious task, leaving much to be desired in the way of reading enjoyment.

The remarks of Chairman Mittenthal, that are included in the contracts mailed to all members, and his views from his position as arbitrator, make quite interesting reading.

I chose the cover excerpt because of its almost pleading tone, and, of course, its less than subtle message. It gave me the impression that he was not just a detached observer to the negotiations, but, became quite involved with the people and issues that are effected.

I hope we all take the time to read his opinion.

THANKS

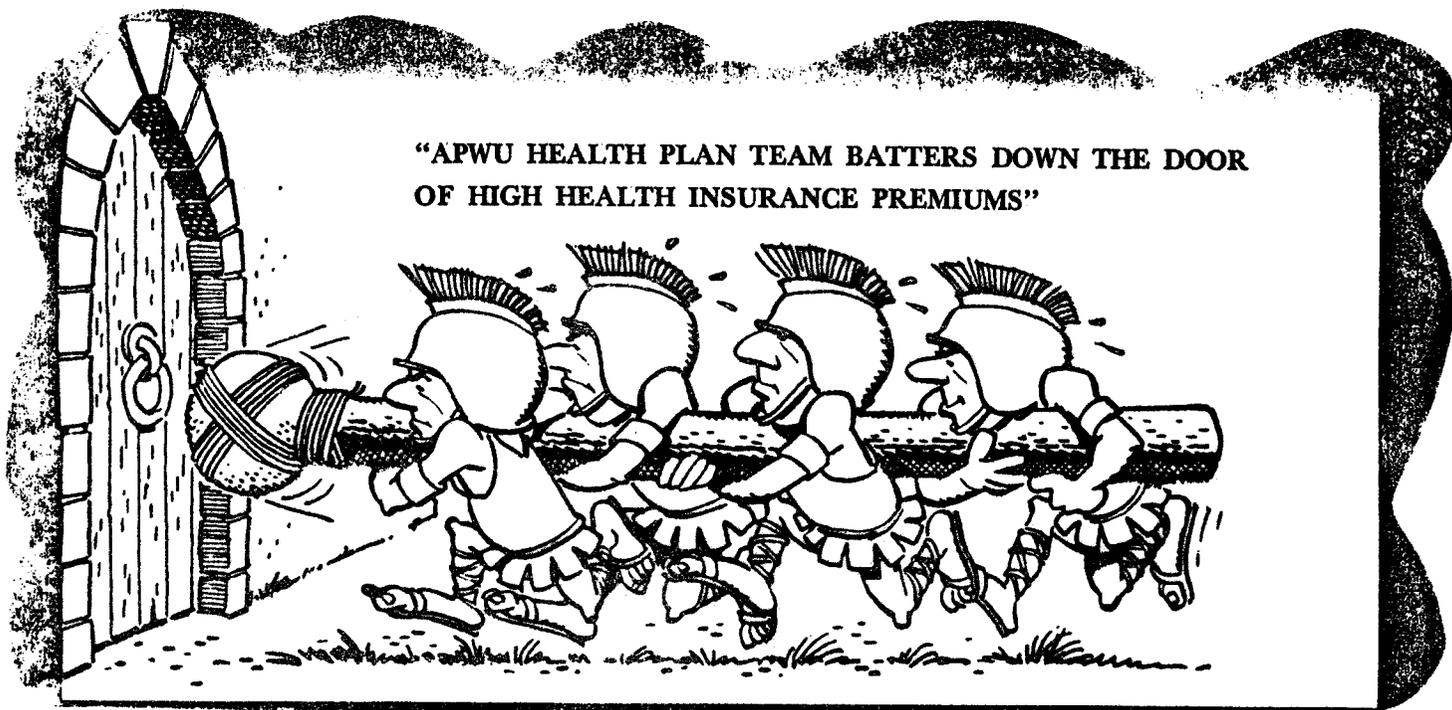
I would like to take some space here to thank the people who sent cards while I was recuperating.

Thanks to the Fargo Local for the nice plant, it's still surviving, and is a pleasant reminder.

Thanks to Bruce Baarstad and to Denny Miller for helping us move some furniture while we were both laid up (tough winter).

Thanks especially to that one person who helped a lot, and continues to offer all kinds of assistance. The guy never quits. He and his family are always trying to help us in some way, but then, they've always been that way, as long as I've known them.

THANKS MERLE
KAREN, JASON, TRAVIS AND
GERALDINE



LET's GET ORGANIZED

COPA COPA COPA 1991

I think we all should invite the following non-members from Tour III to join our union:

- Mary Wellman
- Marilyn Fiala
- John Larson
- Doug Muchow
- Rob Hosford
- Terry Nelson
- Steve Beling
- Mike Kihle

- HATCH ACT REFORM BILLS
- PERMANENT STRIKER REPLACEMENT BILLS
- FAMILY MEDICAL LEAVE BILLS
- EARLY-OUT RETIREMENT BILLS

There's still lots to do in the Congress this year. Other interest groups are pushing their agenda.

LAWS TO LIVE BY

MURPHY'S LAW

Nothing is as easy as it looks,
Everything takes longer than expected,
And if anything can go wrong - it will,
At the worst possible moment.

PETER PRINCIPLE

People are promoted to the next higher level of
incompetence.

MASLAND'S LAW

If there are two events of equal importance, they will
always conflict.

DONSEN'S LAW

The specialist learns more about less and less until he
knows everything about nothing, while the generalist
learns less about more and more until he knows
nothing about everything.

LARSON'S LAW

If you can't be fair, be arbitrary.

BLAKE'S LAW

The longer you save something for future possible
use, the sooner you need it after it's destroyed.

ROE'S LAW

No matter what happens, there is always somebody
who knew it would.

DIXON'S LAW

When following a slow moving vehicle, it will turn in
the same direction and at the same intersection as
you do.

HEALY'S LAW

Keep your housework done and clean and shiny and
you will never have company; but let your housework
go one day and the doorbell will never stop ringing.

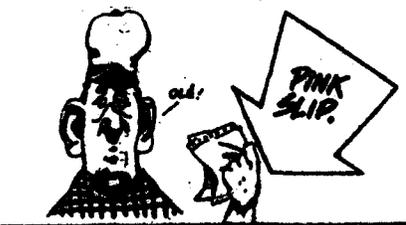
ZIMMERMAN'S LAW

Regardless of whether a mission expands or
contracts, administrative overhead continues to grow
at a steady rate.

BEFORE FREE TRADE
WITH MEXICO...



AFTER FREE TRADE
WITH MEXICO...



Reprinted from the DMI News and Views

NEXT UNION MEETING:

AUGUST 25, 1991; 7:30 P.M.

Trades and Labor Assembly Hall
3002 1st Ave. N.

BE THERE.

Effective January 1, 1991, the Office of Personnel Management has mandated that FEHB plan members/patients with inpatient admissions to hospitals in the United States who *do not* have Medicare Part A or other primary insurance coverage, must obtain pre-admission certification to avoid a \$500 penalty.

All inpatient admissions, including medical/surgical, maternity and psychiatric/chemical dependency, must be pre-certified. For elective admissions, pre-certify prior to hospitalization. For emergency admissions, pre-certify within 3 working days following admission.

APWU Health Plan members/patients, doctors or hospitals may call HealthCare COMPARE directly to initiate pre-certification for hospital admissions. The toll-free number is 1-800-447-1704.

Health Plan members/patients will continue to call the APWU Health Plan for eligibility verification. The toll-free number is 1-800-222-APWU. Hours of service are 8:30 am to 5:00 pm, Eastern Standard Time. The best times to call are Wednesday, Thursday and Friday from 9:30 am to 11:00 am or 2:00 pm to 5:00 pm.

Due to the holiday season and heavy end-of-the-year claims, there may be some delay in payment of claims and answers to correspondence. All efforts will be made to minimize these temporary delays.

Call
this
new
toll-free
number for
pre-certification
1-800-447-1704



IN THE MILL

Stewards are practioners of the grievance procedure and students of the contract. Some issues are easily read and understood, while others are ambiguos and interpretive in nature.

With the arbitration of our latest contract, training sessions for officers and stewards (and I believe, USPS Human Resources employees, also) will be taking place in August.

Presently, the Fargo Local is arguing some important issues. One if these issues is the question of how employees are selected for vacancies when they occur in other crafts, levels, and/or installations. I know from the complaints from members, and non-members alike, that management is utilizing whatever excuse will fit the patricular circumstance in question...such as...

well we used seniority, of course!
well we chose the person with the best sick leave record, of course!
well we have a moral obligation to provide the employees, who might be impacted from the effects of automation, in the field with positions in Fargo.... of course!
Can't buy it.

In all the manuals and handbooks that are printed on procedure, you say that not one addresses a fair and equitable, as well as consistent, method for selecting employees for these vacancies...riighhtt. Go to Step Three and let someone else determine what's best for our office.

Since the Arbitration award was handed down from Arbitrator Snow regarding Supervisors performing bargaining unit work, the attempts by management to transfer duties from craft positions has begun.

Arbitrator Snow concedes that the history of duties in the Postal Service ensures that the processing and delivery of mail belongs to the crafts. He is also clear when he awards the activities involved in providing window service to the craft.

Then it gets a little murky. And here is where management will attempt to steal work from the crafts.

I have two basic theories concerning supervisors doing craft work.

One...either their personalities or their training has not equipped them with the confidence to supervise, and; therefore, they feel more comfortable reverting back to doing clerk duties; or Two...they just don't have enough work for all these supervisors (and 204-Bs) to justify a full time position, so let's fill up their day with some clerk work.

I'm sure that it's a lot cheaper to have one of the Level 16's or 17's answer the phone, ship stamps, do data collection, or whatever; than to have a Level 4, 5, or 6 do the work.
nnnyyyaa sure.

On Friday, on Tour III, there were
one Tour Supervisor
one LSM Supervisor
one FSM Supervisor
and, two 204-B's
Cheez, it looked like a NAPS Convention at the desk when you added the Manager of Distribution and two managers from Logistics. (6-28-91)

I guess the budget wasn't a high priority Friday, was it?

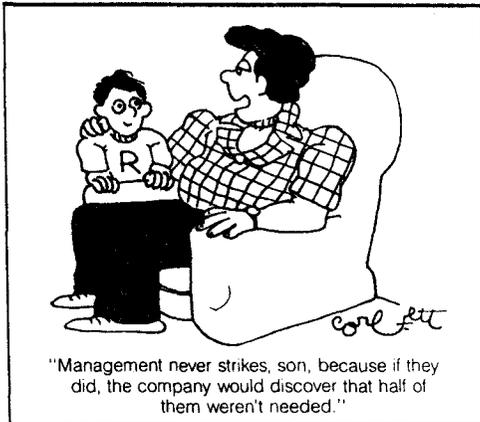
Where's the Director of City Operations when you need him?

J. Cahill

WELCOME NEW MEMBERS!!!

Tom Reinhart

Way to go Tom!!



"Management never strikes, son, because if they did, the company would discover that half of them weren't needed."

NEGOTIATING PROPOSALS — LOCAL CONTRACT

If you have thought about something that you would like changed in the local contract, write it down on the form below and mail it to the : FARGO AREA LOCAL BOX 1874 FARGO

PROPOSALS	ADDRESS: _____	CRAFT: _____
NAME: _____	PHONE NO.: _____	PAY LOC.: _____
PROBLEM: _____	_____	
_____	_____	
_____	_____	
PROPOSAL _____	_____	
_____	_____	
_____	_____	
PROBLEM: _____	_____	
_____	_____	
_____	_____	
PROPOSAL: _____	_____	
_____	_____	
_____	_____	
PROBLEM: _____	_____	
_____	_____	
_____	_____	
PROPOSAL: _____	_____	
_____	_____	
_____	_____	

THIS IS YOUR LOCAL AND YOUR UNION. IF YOU HAVE SOME THOUGHTS ABOUT A PROPOSAL THAT YOU WOULD WANT CHANGED IN YOUR LOCAL CONTRACT HELP US ALL OUT. RESPOND NOW!!!!

" FARGO TOUR GUIDE "
P.C. BOX 1874
Fargo, ND 58107
Forwarding and
Address Correction
Requested

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

Please
Deliver To:



YOU ASKED FOR IT, HERE IT IS:

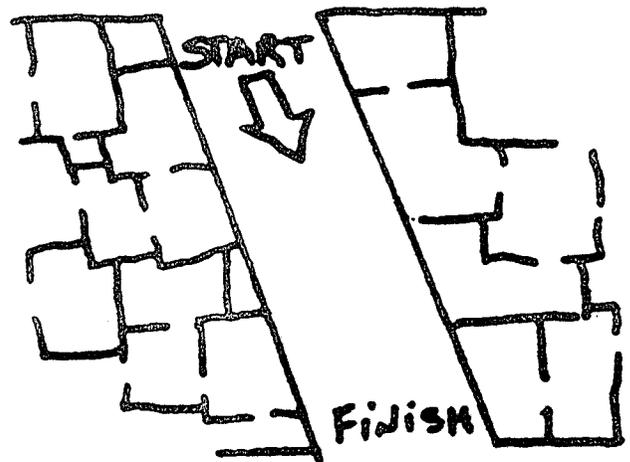
THE OFFICIAL POSTAL SUPERVISOR'S EXAMINATION!

PART 1:

- Q. 1. Who won the second World War?
Who was Second?
- Q. 2. What is a silver dollar made of?
- Q. 3. Write down your name.
(Applicants are advised not to copy)
- Q. 4. Spell the following — dog/cat/fish.
- Q. 5. What time is News at Eleven on?
- Q. 6. Approximately how many commandments
was Moses given? (State whether you
just guessed)
- Q. 7. Write down the numbers 1-10. (Marks will
be deducted for every number out of
sequence)
- Q. 8. What color is a red fire engine?
- Q. 9. Write down all you know in not less than
three words.
- Q. 10. Connect the dots. • 1

PART 2:

GET THROUGH THE MAZE —



*Courtesy of DMI News & Views
Des Moines Local APWU
Des Moines, Iowa*