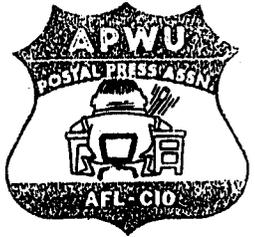




# FARGO TOUR GUIDE



Local 88 Box 1874  
Fargo, N. Dak. 58107

## SEASON'S GREETINGS



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 Tour III..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.

**\*\*UPCOMING EVENTS\*\***

Next Regular Monthly Meeting-

December 29, 1991; 7:30 PM  
Trades and Labor Assembly Hall  
3002 1st Ave. N.; Fargo  
(selection of nominating comm.)

January 1992- Nomination of Officers  
at the regular monthly meeting

February 14-15, 1992- Four State  
Caucus held in Fargo at the  
Holiday Inn

February 1992- Election of Officers  
at the regular monthly meeting

March-April 1992- Annual COPA Drive

April 1992(tentative)- State APWU  
Convention held in Jamestown  
at the Gladstone

THE BOTTOM LINE by Bruce Baarstad

This article is being written just as we are heading into the big crunch of the Holiday mailing season

Walking on the workroom floor, one encounters the tired, frowning faces along with the no-longer-patient temperaments belonging to our fellow workers, especially those inhabitants of the Overtime Desired List.

Everywhere we turn, the Holiday spirit is being sapped from each of us. This may be a wee bit late in coming, but try to remember, we're all riding in the same boat; senseless verbal shots at one another help no one and makes the ride more difficult.

This is my 13th Christmas season at the Post Office. I don't have to be a wise old sage to know that the crunch comes every year and then goes past in a few short weeks.

Don't let it crunch you or your spirit.

You owe it to your family.

You owe it to your friends.

You owe it to your co-workers.

Most of all, you owe it to yourself.

Life is too short and runs way too fast to not enjoy the special times of the year, no matter what the obstacle.

MAY YOU HAVE, AND ENJOY, SOME VERY SPECIAL MOMENTS THIS HOLIDAY SEASON

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MONEY MONEY MONEY by J. Cahill

Aahh money

That's what it always seems to come down to.

And with any fraternal organization, the complaints of the members center around the cost of membership...dues.

Our recently arbitrated National Collective Bargaining Agreement provides for Basic Annual Salary increases. The most recent increase became effective on Nov. 16, 1991. Our salaries were increased 1.5%. Big deal, says you. I don't see a line forming to turn it down. At the same time, a general dues increase of .50 per pay period is to be assessed.

Hold it!!!

At the September regular monthly meeting of the Local, a motion was made, seconded, and carried that the Local absorb this dues increase. At this same meeting, the members present also voted to have the Local absorb a .05 (.25 for this Local) per member per capita increase in the N.D. State AFL-CIO dues.

What does it all mean? Who can know. But, really.

What it means, is that the Local will receive less money to operate from the National Union...and we at the meeting decided that we can live with this...and that the Union will pick up the expense for the State AFL-CIO per capita increase...and we at the meeting decided that the Local can live with that also.

Sometimes

Things happen at the meetings which save us money, too.

# Twass the night before Christmas! (or something like that)

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By Pat Farrior

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**T**was the months before Christmas  
when all through the floor  
the work was piled up  
til it flowed out the door.  
All the new part-time flexes,  
in astonishment, gazed  
at the mountains of mail  
and were truly amazed!  
Then an old-timer clerk  
said to them with a sneer:  
"Hah! You should've seen how  
it was 'round here LAST year!!"  
Meanwhile, zombie-like clerks  
spend eternal OT  
remembering families  
that they now never see.  
And most of them feel  
that they have no real reason  
to find any joy  
in the holiday season.  
(Just think, when it's OVER  
what January brings...  
all those IRS mailings,  
sales flyers and things!)

Now, it's said something happened

on one Christmas Eve...  
(though the skeptics among you,  
no doubt, won't believe)  
Yet, those who were there  
all swear it's the truth -  
they heard tiny  
reindeer hooves up on the roof!  
Then, in burst Old Santa  
(now these are the facts!)  
with a sleigh full of empty  
#1 canvas sacks...  
"What, ho? Working Christmas?  
Now this just won't do!  
Quick, fill up these bags  
and Saint Nick will help YOU!  
Since I've got to go in  
every house anyway...  
I'll distribute this mail  
on my rounds Christmas Day!"  
As he left, his loud voice  
was heard out on the dock:  
"Merry Christmas to all -  
and to all - HIT THE CLOCK!!!"

*Pensacola Postal Voice*

## THE YEAR(S) UPCOMING

B. Baarstad

This might be a good time and place, with 1991 coming to an end, to look back at 1991 and reflect upon what occurred during the course of the year concerning our Union, both locally and Nationally.

We could look back at the mostly unfavorable aspects of the National Level Arbitration decision issued last June, examining it's ramifications as it applies to us. Or, we could llok back at the Local level, discussing the extension of the Local Memorandum Of Understanding, or, maybe the internal excessing of the Tour II Clerk Craft employees, or, even the problems being generated by a change of city routes.

But, we won't, however; for what is important for us, at this time, is the year upcoming.

This year is an election year, and this concerns me.

When I joined this Union back in 1980, almost every office that was up for election was contested.

## PEOPLE WERE CONCERNED; PEOPLE CARED; PEOPLE RAN FOR OFFICE

Over the course of the next decade, we went from an attitude of participation to one of "passive resistance"; not only have we seen just one individual run for an office and be automatically elected, we've seen "nobody" seek office, resulting in people being appointed, and not elected. (This happens only when you can find someone to accept an appointment.)

## DEMOCRACY WORKS IN PRACTICE, NOT THEORY

This election, 1992, has the offices of President, Vice-President, Education Communications Coordinator, Trustee, and Trades and Labor Delegate on the ballot. I am hoping that what happened in 1989 will not happen again. That is no one sought the offices of President and Vice-President. NOT ONE. And so, at that meeting, there were two of us who were either Stupid, Naive, or Caring enough (or a reverse combination of the three) to commit to those offices in the belief that, YES, we do need a Local Union ; and that, NO, we don't wish to be without one, and that, maybe, we'll get just a little bit of help from a membership of 175+ people because these are rational-thinking human beings who can see the importance of such.

## THIS LOCAL IS IN TROUBLE RIGHT NOW FOR THE FOLLOWING REASONS:

- 1) the membership, if it cares, has to move from passivity to activity, PERIOD  
It remains to do so.
- 2) its handful of active members are, if not already there, reaching burn-out.
- 3) the next 3 Or 4 years will demand an active and ready local to meet the changes ahead. Right now, we're ill prepared. We cannot afford to be.
- 4) this President, for whatever the reasons, has not done the job of which he is capable.
- 5) Too many have done absolutely nothing.

All of us have demands on our time. All of us. But this is an excuse. No matter how good, that has to be overcome.

All I ask is that you try to better your Union, irregardless of the size of the commitment. Little things add up to bigger things, the bigger things add up to better things. If you cannot/will not run for office, get some good people to do so. Read the publications laying around, try to make a meeting ..it won't kill you.. sign up a non-member (those that in the long run do kill us, all of us).

Quite simply put:

IT'S OUR UNION, ONLY WE CAN TAKE CARE OF IT, ONLY WE CAN BETTER IT.  
AMEN.



*The current "maquiladora" program already has lured many manufacturers to take advantage of low wages and lax environmental and safety laws in Mexico. Here's a sampling of the U.S. communities affected:*

**1** Watsonville, Calif. — Since 1983, approximately 1,000 workers, mostly Hispanic women, have lost their food processing jobs paying \$7.56 to \$12 an hour as Green Giant has transferred the work to Gigante Verde, S.A. de C.V., in Irapuato, Guanajuato. There, 1,199 employees were earning \$3.76 per day in March 1991, packaging food irrigated with water from an incredibly polluted stream carrying human waste and blood from a slaughterhouse upstream.

**2** Troy, Ill. — There were 220 workers who made \$7.50 an hour at Basler Electronics before that entire magnetics assembly operation was relocated to plants in Reynosa and Matamoros.

**3** Kankakee, Ill. — Employees at A.O. Smith's plant made hot water heaters until 60 working employees and another 250 on layoff lost their jobs when the plant closed in February 1988, three years after Smith opened a maquiladora, Productos de Agua, S.A. de C.V., in Juarez, Chihuahua.

**4** Evansville, Ind. — Zenith closed two plants here in 1986, wiping out the jobs of 1,400 workers paid between \$6 and \$7 per hour. Zenith now operates seven maquiladoras plants with more than 17,000 workers making television and electronic components.

**5** Reading, Mich. — Wagner Industries, owned by Essex Wire/United Technologies, closed its auto wire harnesses plant and laid off its last 63 U.S. employees in October of 1979. By 1988, nine plants in Mexico owned by United Technologies had more than 4,500 employees making auto wire harnesses.

**6** Utica, Mich. — The Ford Motor Co. has been moving seat cover sewing jobs from this plant to Juarez, Mexico, for almost a decade and is expected to close out the last sewing job in late 1991.

**7** Mound, Minn. — Toy manufacturer Tonka Corp. closed its plant in March 1984, with a final loss of 29 jobs. Tonka has 150 employees at Ertl de Mexico, S.A. de C.V., in Tijuana, Baja California Norte, and 900 employ-

ees in three shifts at Jugetrenes, S.A. de C.V., in Baja California Norte.

**8** Milwaukee — Over a five-month period beginning in September 1988, 140 jobs were sent to Mexico by Allen-Bradley Manufacturing, a part of Rockwell International, whose maquiladoras — Tecate Electromecanica, S.A., in Baja California Norte, and Allen-Bradley Electronica, S.A. de C.V., in Juarez, Chihuahua — make similar components.

**9** Milwaukee — Johnson Controls laid off 200 people after establishing a maquiladora, Controles Reynosa, S.A. de C.V., in 1982 to make similar heat devices in Reynosa, Tamaulipas, where 249 were employed in 1988.

**10** Milwaukee — The auto locks-and-keys manufacturing arm of Briggs & Stratton Technologies has sent at least 600 of 7,000 jobs paying \$12 an hour to Mexico, beginning in 1989. The Mexican plant, with average wages of about \$5 a day, is Tecnologia Briggs y Stratton, S.A. de C.V., in Juarez, Chihuahua.

**11** Toledo, Ohio — Starting in 1975, Libby-Owens-Ford Glass Co. has cut back what was once a 5,000-person plant manufacturing car windshields and flat glass, until only 700 jobs haven't gone to Mexico; another cutback of 300 is expected this year.

**12** Warren, Ohio — General Motors' Packard Electric division lost 5,000 jobs over recent years. In 1974, GM began building three plants in Juarez. By 1975, the Mexican plants employed 7,000. Today GM has 24 manufacturing plants in Mexico, with 11,100 work stations and 23,700 workers. The Warren plant has shrunk from 13,000 jobs in 1973 to 8,200.

**13** Gallon, Ohio — ITT closed its plant manufacturing power elements for telephones in April 1990, ending the jobs of 65 working employees and 50 on layoff. ITT Power has a maquiladora in Nogales, Sonora.

**14** North Canton, Ohio — Over the past six years, workers at Maytag Corp.'s Hoover subsidiary

have lost their jobs as the manufacture of Maytag's floor care machines has been transferred to Mexico, eliminating the jobs of 200 employees making \$12 to \$13 an hour. The company also has laid off another 200 workers in the past year.

**15** Lancaster, Ohio — Hordes Brothers, an auto glass manufacturer, will close its plant next year. The company is to relocate manufacturing operations to Mexico in 1992.

**16** Bellefontaine, Ohio — In 1986, Westinghouse moved electric motor manufacturing from this plant, leaving 400 people without jobs. Westinghouse's Manufactura de Bobinas Industriales in Juarez employs 369 people earning less than \$1 an hour.

**17** Beaver, Pa. — A year after the Bellefontaine move, 30 Westinghouse workers lost their jobs making safety switches, as those jobs moved to Mexico.

**18** Brooklyn, N.Y. — Parker Hannifan closed its Ideal Clamp plant in 1986, putting 300 persons out of work. The Auto Industrial de Partes in Matamoros employs 244 people making automatic turn indicators, flasher systems and clamps.

**19** Pittsfield, Mass. — In the latest wave of layoffs at a General Electric plant that produces wiring for Aegis Director missile systems, 60 workers lost their jobs. Those workers, who made \$12 an hour, are only a few of the U.S. workers displaced in GE's shift to its 11 maquiladora plants, where more than 7,000 people earn less than \$1 an hour. The employment at the Pittsfield plant has dropped from 15,000 in 1976 to just under 1,000.

**20** Memphis, Tenn. — GE also moved its Memphis automobile light production jobs to Mexico in 1989, displacing 44 women making between \$10 and \$17 an hour. The company announced more jobs will be moved this year. Aparatos Electricos de Acuna, in Acuna, opened in 1980 and employs 150 making wiring devices.

**21** Jefferson City, Tenn. — North American Phillips closed its consumer products plant here in 1982, after

shifting production of the Odyssey video game to Mexico. Of the 1,900 employees at the plant, 950 were laid off, 800 jobs were shifted to Mexico and 150 relocated in the United States. The company, which paid \$5.40 an hour to its U.S. workers, pays its Mexican workers 65 cents an hour.

**22** Knoxville, Tenn. — TRW Carr Division closed its electronic auto parts plant in 1990, with a loss of more than 300 jobs paying \$9 an hour to a largely female work force. About half of those jobs turned up at a maquiladora in Reynosa, Mexico.

**23** Blytheville, Ark. — Approximately 600 employees at Magnatek's Universal Manufacturing, who made \$7.50 an hour, were laid off after the company moved their jobs making fluorescent ballasts to Magnatek Matamoros, which opened in 1988 with 300 workers making 60 to 70 cents an hour. The other 400 employees at the Blytheville Plant were forced to take pay cuts of \$1.50 to \$2 an hour to keep their jobs.

**24** Mendenhall, Miss. — Another 600 workers were let go at Magnatek's Mendenhall plant, and another 150 to 200 workers were placed on temporary layoff while their jobs were exported to Mexico. Magnatek has four other maquiladora facilities making hydroelectric generator coils, fiberglass insulation tape, automotive trim and seat covers, as well as electric motors.

**25** Radford, Va. — Approximately 2,400 employees earning \$9 an hour at the AT&T plant lost their jobs during a phased shutdown that ended in December 1990. Those jobs were exported to the AT&T Microelectronica de Mexico plant in Matamoros, which opened in 1987 with 650 workers. AT&T now has two plants in Matamoros employing 6,500 workers earning about 90 cents an hour, and plans to build a third.

**26** Durham, N.C. — NCA/Burlington, a subsidiary of Alphabet, Inc., closed its plant here in 1987 and moved the jobs of 150 employees to Mexico.

EXCESS

Tony Frank says that his goal of eliminating 87,000 jobs from the Postal Service is nearly half-completed. As of the latest Postal Life (?), the Postal Service has reduced its employee complement by some 37,000 jobs. Mr. Frank believes that this can be accomplished with little hardship upon the employees and without lay-offs. A local "unnamed source" believes that a reduction in the workforce of this size cannot take place without layoffs, altho, layoffs in Fargo may not occur.

"HARDSHIP" on the other hand, describes a condition that is more subjective, open to interpretation by the affected party. Case in point, the recent excessing of eleven MPLSM operators from Tour II.

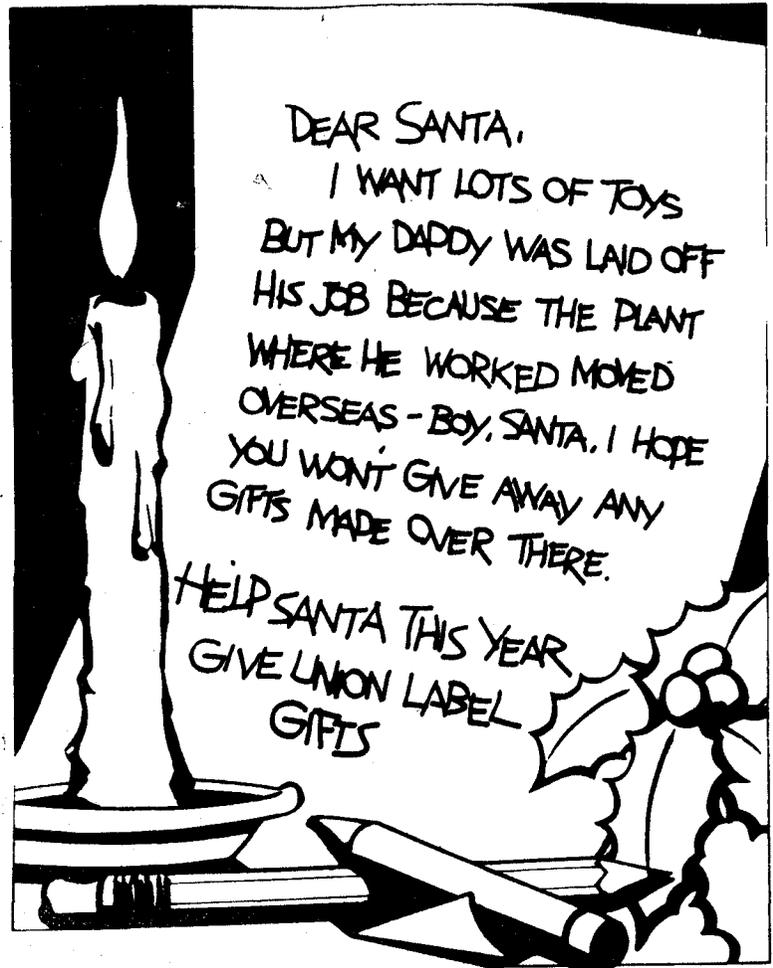
Certainly, the excessed individuals and their families are experiencing some hardship from the changes in hours, the stress of having to qualify on a new machine or scheme. Fortunately, a sufficient number of assignments were withheld, and others occurred, to offer all of the individuals a bid assignment.

"HARDSHIP" for others, as the "trickle down" effect is being felt. Employees, who under normal circumstances would have bid and received, were unable to improve their days-off or hours. Also, since the affected employees retain retreat rights to any future level 6 vacancies that occur on Tour II, and such vacancies would be bid under restricted bidding, the senior employees wishing to improve their "high three" prior to retirement would be outbid by the excessed employees with retreat rights.

"HARDSHIP" for all of us, not on Tour II, is the realization that any Tour II jobs will be few and far between, and even harder to come by

\*\*\*EXCESSING AFFECTS US ALL\*\*\*

J. Cahill



'Tis the Holiday Season  
The Season when giving feels better  
than receiving  
Let's not forget the less fortunate  
at this time of year.

\*\*\*\*\*

Let's take a few moments to wish a  
Happy Holidays to our brothers who  
are convalescing at home:

Jeff Sauvageau

Charlie Gundberg

MERRY CHRISTMAS AND HAPPY NEW YEAR

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