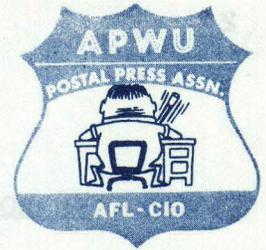




# FARGO TOUR GUIDE



Local 88 Box 1874  
Fargo, N. Dak. 58107

VOL. VII NO. I

FARGO, NORTH DAKOTA

JULY 1993

## HELP WANTED

**MEMBERS NEEDED: POSITIONS AVAILABLE FOR 1994 STATE APWU CONVENTION, HOSTED BY OUR FARGO LOCAL. VACANCIES IN THE FOLLOWING AREAS: REGISTRATION, DECORATING, ENTERTAINMENT, BARTENDING, CLEAN-UP, AND WHATEVER.**

**CONTACT: BERT SULLIVAN, TOUR 3.**

**ORGANIZING AND PLANNING BEGINNING IMMEDIATELY.**

FARGO AREA LOCAL APWUOfficers

President . . . . . Jeremy Cahill  
 Vice-President . . . Bert Sullivan  
 Financial Secretary . Cindy Korstad  
 Recording Secretary . Bernie Kraft  
 Sgt-At-Arms . . . . . Tim Haaland  
 Trustee . . . . . Richard Thomas  
 Trustee . . . . . Sue Ament  
 Tour 1 Alt . . . . . Barry Barr  
 Tour 2 Stations . . . Jeremy Cahill  
 & Branches  
 Tour 3 . . . . . Cheryl Chamberlain  
 Tour 3 Alt . . . . . Beth Parrow  
 CFS . . . . . Sue Carnahan  
 CFS Alt . . . . . Marlene Perez  
 Maintenance . . . Curt Christianson  
 Maintenance Alt . . . . Bob Johnson

Committees

Safety & Health-Processing  
 & Distribution . . . Dan Stark  
 Safety & Health - Customer  
 Services . . . . . Marge Meester  
 Scheme . . . . . Les Muchow  
 Connie Keller  
 Jan Baldner  
 Social & Rec . . . . Vicki Nordman  
 Alt..Karen Pallock  
 Editor . . . . . Cheryl Schaefle  
 Health Plan Rep . . . Sue Ament

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

Articles and addresses changes may  
be sent to:

Fargo Area Local APWU  
 P.O. Box 1874  
 Fargo, ND 58107-1874

EDITOR'S CORNER

Welcome to the latest edition  
of The Fargo Tour Guide. I'm Cheryl  
Schaefle the new editor.

I want you to know I didn't  
wake up one day and say to myself,  
"I going to volunteer to be the  
newsletter editor today." I started  
going to Union meetings because I  
saw something that was wrong and I  
didn't know how to get it fixed.  
While I was there I volunteered for  
some small task that wouldn't take  
much time.

Unfortunately for me that task  
was completed by someone else, but  
the President came to me and said he  
had something else he thought I  
could do for the Union. That turned  
out to be editing the newsletter.

In my research, reading through  
newsletters from other locals, I  
came across the following in the  
Communicator from Ferndale, Mi. It  
sums up the reason why I decided to  
get "this" involved in the Union.

"I just sit at my case,  
 On a nice soft stool,  
 And I shoot off my mouth  
 Like a damned old fool.  
 I say what I like  
 And sure criticize  
 And half of what I say is nothing  
 but lies.  
 I can tell what is wrong with this  
 Union of ours,  
 And go on complaining for hours and  
 hours.  
 What?...me attend meetings?  
 Are you out of your mind?  
 Of course I can't be there,  
 I don't have the time!"

I guess a perfect footnote  
would be "...if you've got the time  
to criticize, you've got the time to  
get involved."

I look forward to serving you  
as editor and simply being involved.

PRESIDENT'S REPORT

by Jeremy Cahill

It has been some time since I have had the pleasure of writing an article for the Local's Newsletter.

Bear with me.

Last April I ran again for the office of President, uncontested. It was my desire to finish my term and to help propel the Local into the 90's.

I attended the State APWU Convention last April, the State AFL-CIO Convention in May, the National APWU Convention in July including a two-day seminar on arbitration advocacy, and the fall President's Conference.

Since my election, I have held four training seminars for our new Alternate Stewards and one training session for our new Newsletter Editor. I have appointed two new Alternate Stewards, two new Safety Representatives, an alternate for the USPS Social Recreation Committee, a Newsletter Editor, and have had accepted by the membership two new officers.

While it has been difficult to impress upon the membership the necessity of contributing in some small way, I would like to take this opportunity to thank not only the previous and present officers for their assistance, but to also thank some individual members who contribute their time and efforts behind the scenes. Thanks to the organizers on Tour 3 - Mark Krause, and Tour 1 - Tom Halverson. Thanks to Marlys Durkin, Sue Ament, Richard Thomas, and Merle Bakkegard for helping with some of the recent mailings.

I still feel that with other members help we can do more for ourselves.

We can use the Local Treasury to fund picnics or parties (for Tours, LSMS, FSMs, Stations); put on events such as Golf and Bowling

outings, special trips for Sports or Entertainment events. The only thing that I ask is that whatever you wish to do, that you present it at a regular meeting (in order to allocate the funds) and that you organize it. Pretty simple.

Perhaps we could enroll the membership into a supplemental insurance plan for Dental, Disability (Short or Long Term), or just increase our automatic enrollment to high option in the ABA. Again, we just need the people to put the idea into practice.

Finally, I would like to welcome our new active members,

George Heinisch

Barry Barr

Tim Haaland

Bernie Kraft

Cheryl Schaeffle

and to welcome our new career and transitional members.

UNION INVOLVEMENT

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VICE-PRESIDENT'S REPORT

Hi! I'm Bert Sullivan and am very happy to serve as your Vice-President for the Fargo Local APWU.

I would like to speak a moment on our bidding process. It takes a very long time for every one of us to receive a bid job that is compatible to our family. I think it is very sad when we have an employee who will bid a position (with no intention of ever taking that job) simply to prevent a certain employee from receiving that position.

Our bidding system may or may not be a fair one. But when the above mentioned tactic is used, it is a tactic similar to one that some managers might use for their best qualified positions, not one that should be used by fellow craft employees.

## TARDINESS

Reprint from Montgomery Echoes

Many Employees do not know that being late for work constitutes failure to be regular in attendance. As a result, they find their attendance being used in disciplinary action against them. Hopefully, you will use this article to gain insight on ways to avoid having tardiness cited against you.

First of all, make every effort to try to be on time for work. (This includes clocking in on time from swings.) Due to the new timekeeping system, every minute must be accounted for.

Secondly, if you are late for work, ask your supervisor to let you stay late and make the time up. Most of the time, if you're less than thirty minutes late, they will let you stay late and make this time up. However, it is not practical to permit employees to make up time in excess of thirty minutes. Therefore, if you are more than thirty minutes late you will probably be required to fill out a 3971. But try to avoid this if you think your supervisor might let you make this time up.

I have seen many instances of employees being ten or fifteen minutes late and filling out a 3971. At the end of the tour, they stayed on overtime. All they did was help their supervisor out. But, they were later "THANKED" by being issued discipline (letter of warning or suspension) for those ten or fifteen minutes late. Most supervisors base discipline on the number of times you are out. If a supervisor issues discipline after you have been out four times (twice on sick leave and late twice), you could very well receive discipline from that supervisor. So, try to be on time!

But if you are late, volunteer to make the time up. You may save yourself a lot of trouble in the long run.

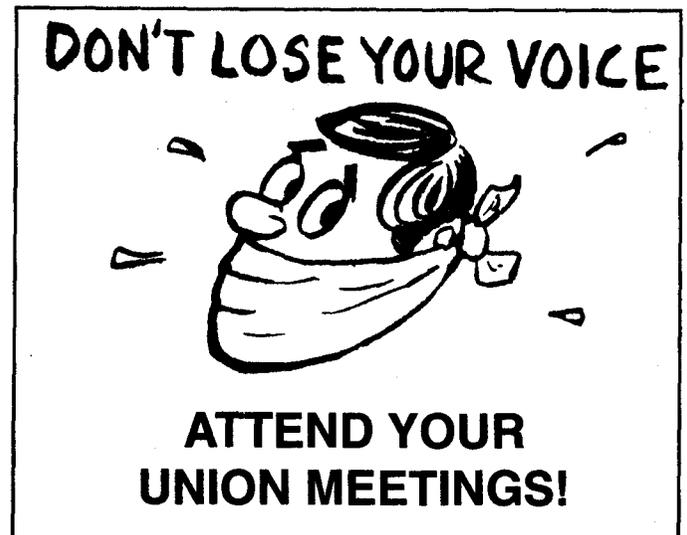


DID YOU KNOW....

...that if you get hurt on the job you have the right to go to the physician of your choice?

...that your supervisor is obligated to tell you this?

...that if the doctor says you are unable to work you are entitled to put in for Continuation of Pay (COP on the 3971 - this is pay without the use of leave for time lost due to on the job injury.)?



I'm gonna quit the \*#@% Union!" If I had a quarter for every time I have heard that phrase, or something similar, over the last 12 years, I could have retired by now.

I know that the minute I walked into this building 12 years ago, I stopped looking at the Want Ads. I believe that all of us know that we cannot find better employment for ourselves, otherwise we would be searching the Want Ads for something better. THAT is the one reason for all of us to support our Union in at least the smallest manner, by being dues-paying members. THAT is the one reason that those of us who are dues-paying members should wake up to the fact that freeloaders are not our friends, that scabs only undermine the organization which has made this the place that we want to spend the rest of our employed years, as well as provide us with our years of retirement.

If you don't agree, maybe you are the anomaly, maybe there is someone who is checking Want Ads right now, maybe there is someone who is getting their degree so that they can leave the Postal Service for an entry level job that will pay them one-third the base salary, have fewer benefits, and provide them with little or no job security.

So, if you're planning on staying, and think that this is the job that is going to provide for you and your family for the rest of your career, then you can thank the APWU for almost every benefit that we receive and that the cost of helping to secure our jobs, wages, and benefits; that the fruits of our dues is harvested every pay-day and is provided by the dues-paying members of the APWU.

Let's get those freeloaders signed up so that we can all help ourselves and our Union stay strong!

submitted by Jeremy Cahill

## NOTICE

THIS PLACE REQUIRES  
NO PHYSICAL FITNESS PROGRAM;  
EVERYONE GETS ENOUGH EXERCISE  
JUMPING TO CONCLUSIONS;  
FLYING OFF THE HANDLE;  
RUNNING DOWN THE EMPLOYEES;  
KNIFING FRIENDS IN THE BACK;  
DODGING RESPONSIBILITY;  
AND PUSHING THEIR LUCK!!!

**EVERY  
POSTAL WORKER  
GETS  
UNION BENEFITS**

**APWU  
APWU  
APWU**

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

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

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PLEASE  
DELIVER TO:

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As long as the world shall last  
there will be wrongs, and if no  
man objected and no man  
rebelled, these wrongs would  
last forever.

Clarence Darrow

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