



FARGO TOUR GUIDE



Local 88 Box 1874
Fargo, N. Dak. 58107

VOL. XII NO. I

FARGO, NORTH DAKOTA

APRIL 1994

**1994
NORTH DAKOTA
STATE
AMERICAN POSTAL
WORKERS UNION**

CONVENTION

MAY 12-14

FARGO HOLIDAY INN



PRIZES

FUN FOR ALL

CHILI COOK-OFF

HOSPITALITY ROOM FRIDAY MAY 13

BANQUET SATURDAY MAY 14 HOLIDAY INN
TICKETS WILL BE AVAILABLE FOR THE
FOLLOWING PRICES MEMBERS (AND MEMBERS RETIRED
IN GOOD STANDING) \$5.00

GUESTS \$15.00

FILM AND GUEST SPEAKERS

FARGO AREA LOCAL APWUOfficers

President	Jeremy Cahill
Vice-President	Bert Sullivan
Financial Secretary	Suze Ament
Recording Secretary	Mary Gillespie
Sergeant-At-Arms	Jan Owings
Trustee	Beth Parrow
Trustee	Sue Ament
Tour 1 Alternate	Barry Barr
Tour 1 Alternate	Cheryl Chamberlain
Tour 2 Stations	Jeremy Cahill
& Branches	
Tour 3	Vacant
Tour 3 Alternate	Beth Parrow
CFS	Sue Carnahan
CFS Alternate	Marlene Perez
Maintenance	Curt Christianson
Maintenance Alternate	Bob Johnson

Committees

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

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 address changes may be sent to:

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

JB'S CORNER

by John Bergh

Over the years, I have found that certain events take place in our workplace that can even elude the most watchful eye.

Somewhere around last May or June, I submitted a suggestion on the proper form. I like to do this periodically just to show myself that I'm not very smart. I also find out that I still don't see the whole picture.

Months went by with no answer, which isn't unusual. Finally, I resubmitted the plan of the century. This time I wasn't as patient and went in search of my idea after only six weeks.

I remembered from our super sensitivity training that all suggestions are being considered by a special board of postal governors' assistants. Now I knew someone was really thinking seriously about my improvement.

So I looked and looked, and I asked and asked. But no one knew where it went. Finally, I found out that all of our suggestions for the last few months were collecting dust in a box in a back room. The program had been suspended. I'm tempted to suggest that it be re-established, but I'm afraid that only a literate mouse in the corner would read it.

UPDATE ON 1994 STATE CONVENTION

by Bert Sullivan, Vice-President

This seems to be a slow process, but as time goes by I feel it is creeping up on us.

So far, I have the following volunteers on the Convention Committee:

Dorothy Olson - Hospitality
Sue Ament - Registration
Cindy Korstad - Registration
Tim Haaland - Entertainment
Audrey Farol- Entertainment
Mary Gillespie - COPA Tickets
Cheryl Schaefle - Tours
Bernie Kraft - Banquet/Decor
Beth Parrow - Banquet/Decor
Sue Carnahan-Registration



WELCOME TO OUR NEWEST MEMBERS

AMY HIBBARD	TOUR 1 MAIL PROCESSOR
GERALD COVENEY	TOUR 2 MAIL PROCESSOR
ABEL BARRERA JR.	TRWD DISTRIBUTION
SHEILA COGDILL	TOUR 3 MPLSM
DENNIS GUSTAFSON	TOUR 2 MAIL PROCESSOR
TERRENCE HANSEN	TOUR 1 MAIL PROCESSOR
LISA KELLY	TOUR 3 MPLSM
STEVE BELING	TOUR 3 MPFSM
SHIRLEY GRIFFIN	PRWD DISTR-WINDOW
ROGER ELI	TOUR 3 MPLSM
MARY JOHNSON	TOUR 1 MPLSM
JENNIFER PRINCE	TOUR 1 MPLSM
ALBERT ALVAREZ	TOUR 1 MPLSM
SHELLEY LEWIS	TOUR 1 MPLSM
STEPHEN STRAYER	TOUR 3 MAIL PROCESSOR
RICHARD OLSON	TOUR 1 MAIL PROCESSOR
DONNA KENNEY	W FARGO DISTR-WINDOW
ROSS NELSON	TOUR 3 MPFSM
JOHN DURHAM	TOUR 3 MAIL PROCESSOR

I have included new members from earlier this year, since we have not recognized new members before.

NATURALLY, WE APPRECIATE ALL OUR MEMBERS, BOTH NEW AND NEARLY NEW.

(not "old")

AND WE ASK AND ENCOURAGE ALL CRAFT EMPLOYEES THAT ARE REPRESENTED BY THE APWU, WHO ARE NOT MEMBERS, TO COME JOIN US!

H A N D L I N G D E F E C T I V E EQUIPMENT

by Dan Stark

If you encounter a piece of equipment that is defective or inoperative, tag it and remove it from service. A supply of P.S. Form 4707's are available for this purpose outside the maintenance shop.

And remember, maintenance employees only are authorized to remove tags and place equipment back in service.

CORRECTIONS

TO ALL LOCALS: THE ADDRESS THAT WAS INCLUDED ON THE REGISTRATION FORMS SENT BY THE STATE FOR RETURNING YOUR CREDENTIALS AND REGISTRATION PAYMENTS IS INCORRECT. THE CORRECT ADDRESS FOR THE FARGO LOCAL IS

*FARGO ND AREA LOCAL
PO BOX 1874
FARGO ND 58107-1874*

PLEASE NOTE THE DIFFERENCE IN THE PO BOX NUMBER AND MAKE THE CORRECTION ON YOUR REGISTRATION FORMS

*TO ALL REGISTRANTS: THE ROOM RATE OF \$51.00 PER NIGHT AT THE HOLIDAY INN FARGO IS THE RATE APPLIED WHEN THERE IS ONLY ONE PERSON STAYING IN THE ROOM. THE RATE MAY VARY DEPENDING ON THE NUMBER OF OCCUPANTS AND WHETHER POOLSIDE IS REQUESTED. ANY QUESTIONS?
CALL HOLIDAY INN 701-282-2700*

AS YOU SEE IT

This issue's question is "What do you think about the Security in the Post office?":

DAVE SMITH - EXPRESS MAIL: I think it's lax, but I don't necessarily think we need armed guards either.

CHERYL SCHAEFLE - CFS: I think it would help if we used the security devices already in place. In CFS, we have a security door with a combination lock and it is kept propped open.

SHEILA KAUTZ - TOUR I LSM: It's not very good. It definitely needs improvement.

MARY WELLMAN - TOUR II FSM: I personally consider the security here very lax. It does not make me uncomfortable - due to growing up here and experiencing North Dakota as a safe environment to live in.

I know I would feel more concerned if I had lived in larger cities where crime excels.

In the next issue the question will be "How would you change or improve the Postal Service Management?".

APWU STATE FALL SEMINAR

by Cheryl Schaeffe, Editor

The APWU State Fall Seminar was held in Minot on September 18 and 19 at the Holiday Inn. Jeremy Cahill and Cheryl Schaeffe attended from the Fargo Local.

Jerry Fabian and Jim Lundquist, National Business Agents, conducted the workshops. The workshop subjects were Family and Medical Leave, Schedule Changes, Pool and Relief Assignments and Postal Inspectors.

CONVENTIONEERS

Don't forget about the many fun activities in the Fargo area. The Convention Headquarters is located directly across from West Acres Shopping Center. Bonanzaville, the Hjemkjost Center, and the Plains Art Museum are just a short drive. There may be some special events scheduled for the Fargodome or at the Civic Center during your stay. And, of course, a tour of the Fargo Mail Processing Facility can be arranged.

DELEGATES

THE FARGO LOCAL WILL BE PRESENTING A NEW STEWARD'S WORKSHOP ON THURSDAY MAY 12, PRIOR TO THE CONVENTION. THE SITE WILL BE AT THE HOLIDAY INN, AT A TIME YET TO BE DETERMINED. THE TENTATIVE TIME WILL PROBABLY BE IN THE AFTERNOON OF THURSDAY MAY 12. IF YOUR INTERESTED IN ATTENDING, THERE IS NO CHARGE BUT I WOULD LIKE TO HAVE AN IDEA OF THE NUMBER. PLEASE SUBMIT A NOTE WITH YOUR CREDENTIALS. THANKS, J CAHILL.

TIPS FOR SHIFT WORKERS

The Better Sleep Council offers these tips for shift workers:

- *Try to sleep at least four hours during the same time every day.*
- *Darken your room with heavy draperies.*
- *Use earplugs, music or "white noise" to block out daytime noise.*
- *Invest in a quality mattress and box springs or foundation and replace them every eight to ten years.*
- *Exercise daily, preferably after sleeping.*
- *Keep a consistent meal schedule, even on days off.*
- *Eat high-protein meals before work and high-carbohydrate meals before sleep.*
- *Avoid alcohol and caffeine before bedtime.*
- *Don't smoke.*
- *Involve the entire family. Talk about how your schedule affects everyone and find ways to spend a few hours together.*

Reprinted from Iowa Postal Workers

WHAT DO YOU KNOW ABOUT GRIEVANCES?

(Multiple choice)

1. If you think you have a grievance but can't find a contract violation, you should (a) forget it, (b) twist the contract so it appears to be a violation, (c) file a grievance under Article 15, "Working Conditions".
2. If you need a shop steward, (a) go find one, (b) tell your supervisor you want to see a steward, (c) make an announcement over the loud speaker.
3. If the supervisor asks what the grievance is about, tell him/her (a) it's none of your cotton-pickin' business, (b) state the general nature (e.g., overtime, light duty), (c) tell the whole story in all its sordid details.
4. A reasonable time to expect to see a steward is (a) you will be allowed time right away unless your section is in the middle of a critical dispatch to convey your problem to your steward, a grievance may be filed at a later date. (b) within five months, (c) the same day if you ask in the first half of your tour, the next day if you ask near the end of your tour.
5. "Business conditions" refers to (a) getting out a dispatch or other pressing postal business before discussing a grievance, (b) no union business under any conditions, (c) if you tended to business, you wouldn't be in a condition to need a steward.
6. Within fourteen days (a) you must see a steward, (b) a grievance must be filed, (c) you must give notice that you are going to quit.
7. When filing a grievance, (a) the grievant can be on the clock, (b) the steward can be on the clock, (c) both can be on the clock.
8. If your grievance is denied at Step 1, (a) it's all over but the crying, (b) it can be appealed to Step 2, (c) you can take it to court.
9. If your grievance is lost at arbitration, (a) you can take it to court, (b) you are stuck with the arbitrator's award, (c) no one knows because we've never lost one.
10. Filing grievances is a way (a) to get out of work for awhile, (b) to meet people of the opposite sex, (c) to police the contract.

Reprinted from: Greater Seattle Area Local Newsletter with some modifications.

Answers to Multiple Choice Test:

- 1.(c), 2.(b), 3.(b), 4.(c), 5.(a), 6.(b), 7.(c), 8.(b), 9.(b), 10.(c)

VIOLENCE IN THE WORKPLACE

by Bert Sullivan, Vice-President

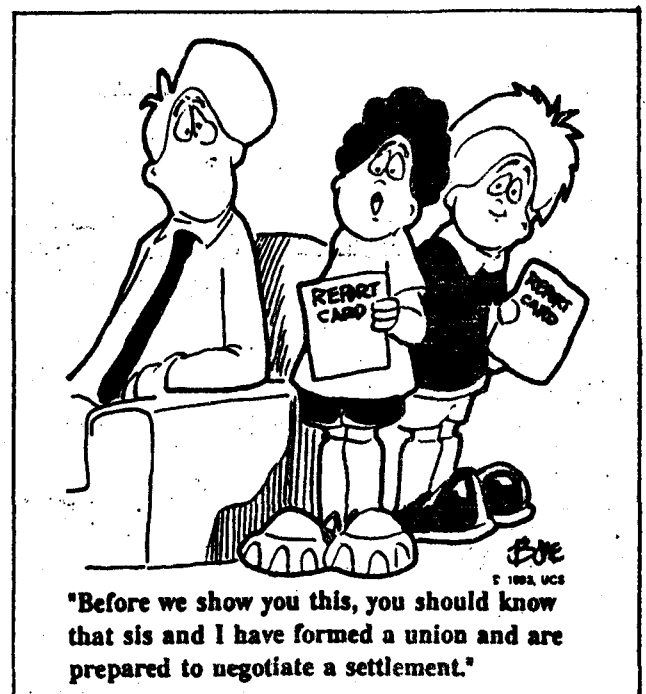
Workplace violence is becoming a frightening trend. So much has been written about the subject lately. Unfortunately, the problem won't go away.

Studies show that murder is the third leading cause of injury-related death on the job. Death at the hands of co-workers is increasing at an alarming rate. In fact, murder is the leading cause of death for women at work. This is a disturbing trend. Experts expect this type of crime to increase.

There are several factors present as to why this problem exists. One factor is economic. When the economy is poor, people become more fearful of losing their jobs. Other factors are psychological profiles of individuals and social acceptance of violence as a solution. The human mind is very fascinating and very complex. Mental health, emotional disorders, etc. are very serious matters.

If you are experiencing problems, please don't solve them with violence. Utilize the programs or outlets that are available to you. Speak to a member of the clergy, or a family member, a friend, a co-worker, union representative, etc.

Remember, you are not alone.



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