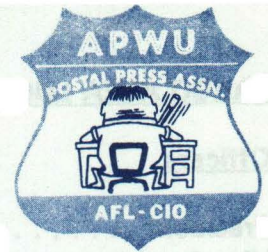




FARGO TOUR GUIDE

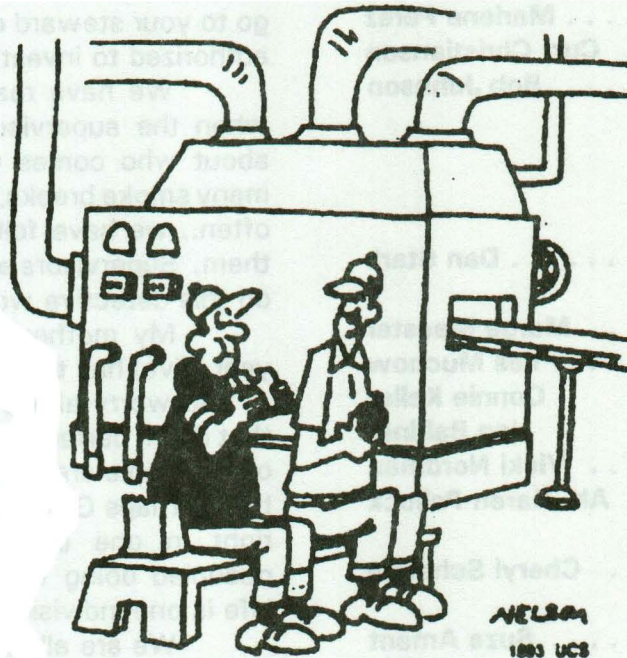


Local 88 Box 1874
Fargo, N. Dak. 58107

VOL. 12 NO. 2

FARGO, NORTH DAKOTA

OCTOBER 1994



"I never vote for our union officers. I just bitch about the ones who get elected."

THIS EDITION OF "THE FARGO TOUR GUIDE" IS DEDICATED TO ALL THOSE MEMBERS WHO ARE NOT INVOLVED IN THE UNION AND TO ALL THOSE NON-MEMBERS WHO HAVE NOT JOINED OR HAVE RESIGNED BECAUSE THE UNION INTERFERES WITH THEIR OWN PERSONAL AGENDAS.

FARGO AREA LOCAL APWU

Officers

President Jeremy Cahill
 Vice-President Bert Sullivan
 Financial Secretary Suze Ament
 Recording Secretary Mary Gillespie
 Sergeant-At-Arms Jan Owings
 Trustee Beth Parrow
 Trustee Vacant
 Tour 1 Alt Barry Barr
 Tour 1 Alt Cheryl Chamberlain
 Tour 2 Stations Jeremy Cahill
 & Branches
 Tour 3 Vacant
 Tour 2 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 Schaeffle
 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

**TATTLE-TALE, TATTLE-TALE
HANGING BY A COW'S TAIL**

from The Pulse

All of us as members of APWU are craft employees which means we do craft work. We are not supervisors, we are not postal inspectors, nor are we paid informants working for the CIA.

We are paid a fair days' wage for a fair days' work. We are not paid to tattle on other employees. We are not paid to check out what other employees are doing. We are paid to do our own personal best each work day. We are not paid to judge and inform on those who do not live up to our own personal standards.

If you have a question about a contractual issue that another employee seems to be violating, go to your steward or any union official. They are authorized to investigate the situation.

We have reached a very dangerous time when the supervisors no longer have to worry about who comes to work late, who takes too many smoke breaks, who goes to the restroom too often...we have fellow employees who do it for them. Supervisors are paid a much higher wage to do this detective work...craft employees are not.

My mother (who grows wiser with each year I live) has told all of the children in our family - "You worry about yourself and when you have that down perfect, then you can worry about what other people are doing." I call these words to live by. Perhaps Gandhi said it best. "One cannot do right in one department of life whilst he is occupied doing wrong in any other department. Life is one indivisible whole."

We are all telling the children in our lives - don't be a tattle-tale, don't carry stories, don't rat on each other - let us remember to walk our talk, and let's take a trip from nature - your ears aren't made to be shut, but your mouth is.

NOTICE: If you find mistakes in this publication, please consider that they are for a purpose. We publish something for everyone, and some people are always looking for mistakes.

THE STATE OF OUR UNION

by Jeremy Cahill, President

Time to look back on another year as President and to anticipate the last six month's of my second term.

The Fargo Area Local hosted the 1994 APWU State Convention at the Fargo Holiday Inn this May. From all the comments that I have received, the Convention went smoothly and was very productive. Two mini steward seminars were provided by the Local. The Convention itself was well attended by delegates from around the State and by guests from the surrounding states as well as our National Officers. Attendance at the Social activities by our membership, excluding the delegates, was poor. The Convention Committee executed their duties excellently. I'd like to thank the Registration Table personnel, Sue Ament, Jan Owings, and Sue Carnahan; our Audio-Video Specialists, Tim Haaland and Audrey Farol; the many helpers in the hospitality room especially Dorothy and Richard Olson; and finally, the Convention Chairperson who did a fantastic job, Bert Sullivan. Thanks to everyone for a great Convention!

My activities have included attendance at the Four-State Caucus in Green Bay, the State APWU Convention and the National APWU Convention. I also spent three days at the APWU National Headquarters in Washington DC, at the request of the Asst. Clerk Craft Director Cliff Guffey. Cliff requested four Local representatives, with vested interests in the case, to assist him with the preparation of the Pre-Arbitration Hearing before Arbitrator Mittenthal. The issue before the Arbitrator was the Arbitrability of payment of higher level pay to Mail Processors based on duties. The "lead" or representative case was a grievance that I had filed in 1987. I believe that the case improved greatly after meeting with and reviewing the other Local's cases. My expenses were covered by the National APWU.

Through the bidding process, Tour 3 has lost both of their Steward's simultaneously. Presently, two individuals have expressed an interest in taking on the duties, however, Steward training must be completed before any appointments will be made. In the meantime, Steward's from either Tour 1 & 2 are available during or outside Tour 3 hours. I expect this

inconvenience to be rectified before the Holiday season.

As to the future of the Fargo Local. There are some present minor problems. Currently we are experiencing vacancies in the positions of Trustee (caused by the resignation of Sue Ament upon election to Financial Secretary), Processing & Distribution Safety Committee Representative, and the aforementioned Tour 3 Steward and Alternate. The decline in membership, due to both retirements and resignations, has been rather harsh. I am at a loss as to the reason(s) for the resignations, however, the bleeding must stop in order for this local to remain strong and viable. Any feedback from the membership would be appreciated.

The State APWU is hosting a Steward Seminar the first weekend in October, your Local President will be the trainer.

The Fargo Local is again supporting a Bowling team in the fall leagues.

Our National Contract expires on November 20th. For the first time since Collective Bargaining began, the Unions are negotiating separately with the USPS.

After a National Contract has been settled, a period for Local Negotiations will be determined; and then Local Negotiations will take place between the Fargo Local APWU and Local USPS Representatives on our Local MEMO Articles.

I anticipate the normal Union activities to take place over the next year. These would include the State APWU Convention in Grand Forks, the Biennial Clerk Conference, the ND State AFL-CIO Convention, and two State APWU Seminars. I have also been told to anticipate additional trips to Washington as follow-ups to the Pre-Arbitration Hearings previously mentioned.

Congratulations to our "new" officers: Recording Secretary, Mary Gillespie; Financial Secretary, Suze Ament; Trustee, Beth Parrow; Sgt-at-Arms, Jan Owings. Also, welcome to our "new" Editor, Cheryl Schaeffle.

Thank you to the outgoing officers for your contributions to the Local and for being active members.

**REMEMBER
IT'S OUR LOCAL
LET'S GET ORGANIZED!**

HOLLOW EXCUSES

from Tampa Mailbag News

A typical response from some of our members who don't get their way on a particular issue is to quit the Union. They whine and cry that the Union doesn't do anything for them. Have these people looked at their pay stubs lately? Comparable jobs in the private sector do not pay anywhere near what we receive as Postal Employees not to mention the fantastic benefits that we receive. Do these people really think that management is so kind hearted that they would provide the employees with these wages and benefits if there was no Union to fight for them?

Many other locals around the country enjoy a much higher percentage of members than this local. I recently spoke to a flight attendant for American Airlines about their strike last November. It was refreshing to hear words of strong Union commitment from someone who doesn't enjoy the same sense of job security that Postal Employees enjoy. What would our country be like if a soldier dropped out of the military whenever something occurred that didn't please them? Would the Teamsters have ever been able to grow into such a powerful Union if quitters had filled the ranks during the rough times in the early days?

Criticism of Union stewards is a favorite past time in Tampa. Well folks, anyone can be a steward, so volunteer if you'd like. Just be prepared to spend your personal time researching, writing, and investigating. Represent employees in EEO complaints, MSPB hearings, and such on your own time. Don't be thin skinned, because insults and temper tantrums are the norm. Don't be surprised to find a scab who hates the Union to be the one bursting into the Union office demanding action when management has stepped on their toes.

The sad reality is that many of the Union critics are also strong critics of management. But they are always there on payday with their hand out. They're worried about what other employees are doing or not doing. They have a million better ways of

processing mail and making decisions. Yet, their total energy output is the daily garbage which spews from their mouths.

There's room for improvement in both the Union and Management. But quitters will never achieve anything other than lining their own pockets. Strength is in numbers, loyalty and commitment. I'd like to personally thank those loyal union members who put integrity before self.

THE HITCHHIKER

from The Chinook,
Tacoma Washington

Have you ever been driving along the road when suddenly you saw a hitchhiker ahead? Their thumb signal is giving a message loud and clear. "If you will furnish the car, the gas, and time, and do the driving, I'll ride with you. But you're nuts if you think that I will chip in with gas money; and by the way, if you have an accident, and I'm injured, I'll sue for everything you have."

In just about every organization you'll find this very same attitude. Yes, there are hitchhikers in the postal unions! They say in one way or another, "If you supply the protection of a contract, negotiate that contract, protect me at work, get me fair and decent wages, health benefits, and bargain my hours of work, I'll ride along with you. But you are crazy if you think that I'm going to chip in with any financial support (membership dues). Nor will I get involved and make this a better place to work. By the way, if any thing happens that irritates me, you'll hear from me! So on my terms I'll ride along with you." Are your hands busy, or are you thumbing a free ride?

Free Rider's Card

I am opposed to all Unions. Therefore, I am opposed to all the benefits Unions have won through the years: Paid Vacation, Sick Leave, Seniority Rights, Wage Increases, Pension and Insurance Plans, Safety Laws, Workman Compensation Laws, Social Security, Time and One-Half for Overtime for hours in excess of 8 in one day and 40 in a one work week, Penalty Overtime, Unemployment Benefits and Job Security.

I refuse to accept any benefits that will be won by the Union and hereby authorize and direct the company to withhold the amount of the Union - won benefits from my paycheck each pay period, and donate it to charity.

Signature _____

GUIDELINES FOR FEDERAL EMPLOYEES COVERED UNDER THE NEW HATCH ACT AMENDMENTS

MAY be candidates for public office in non partisan elections
MAY register and vote as they choose
MAY assist in voter registration drives
MAY express opinions about candidates and issues
MAY contribute money to political organizations
MAY attend political fundraising functions
MAY attend and be active at political rallies and meeting
MAY join and be an active member of a political party or club
MAY sign nominating petitions
MAY campaign for or against referendum questions, constitutional amendments, municipal ordinances
MAY campaign for or against candidates in partisan elections
MAY make campaign speeches for candidates in partisan elections
MAY distribute campaign literature in partisan elections
MAY hold office in political clubs or parties

MAY NOT use their official authority or influence to interfere with election
MAY NOT collect political contributions unless both individuals are members of the same federal labor organization or employee organization and the one solicited is not a subordinate employee
MAY NOT knowingly solicit or discourage the political activity of any person who has business before the agency
MAY NOT engage in political activity while on duty
MAY NOT engage in political activity while wearing an official uniform
MAY NOT engage in political activity while using a government vehicle
MAY NOT solicit political contributions from the general public
MAY NOT be candidates for public office in partisan elections
MAY NOT wear political buttons on duty

THE UNION DOES NOT APPROVE NOR DISAPPROVE SCHEDULE CHANGES

from The Broadside, Seattle BMC
Local

Your Union Rep. only signs the request (form 3189) as an assent to waive any overtime claims for hour worked outside the employee's normal work schedule (this includes hours and off days). **MANAGEMENT APPROVES OR DISAPPROVES** all request for changes of schedule. The Local Union is responsible for determining if a request for a temporary schedule change is legitimately for the convenience of the employees 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 any other employees, then the Union would be obligated to sign the request. The Union may refuse to sign a form 3189 for the following reasons:

1. When a request for a schedule revision was initiated by management, and does in effect, constitute an 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 (e.g., mandatory overtime).
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 end date).
5. When the request for change of schedule circumvents the provisions of the National Agreement.

FARGO TOUR GUIDE
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FARGO, ND 58107

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ADDRESS CORRECTION
REQUESTED

PLEASE
DELIVER TO:

"Management makes the decision to excess or discipline not the Union...Your union, whether it be your Local or National, will ensure that the requirements of the contract are followed. This may not always be popular or satisfactory, but it is always done."