



# FARGO TOUR GUIDE



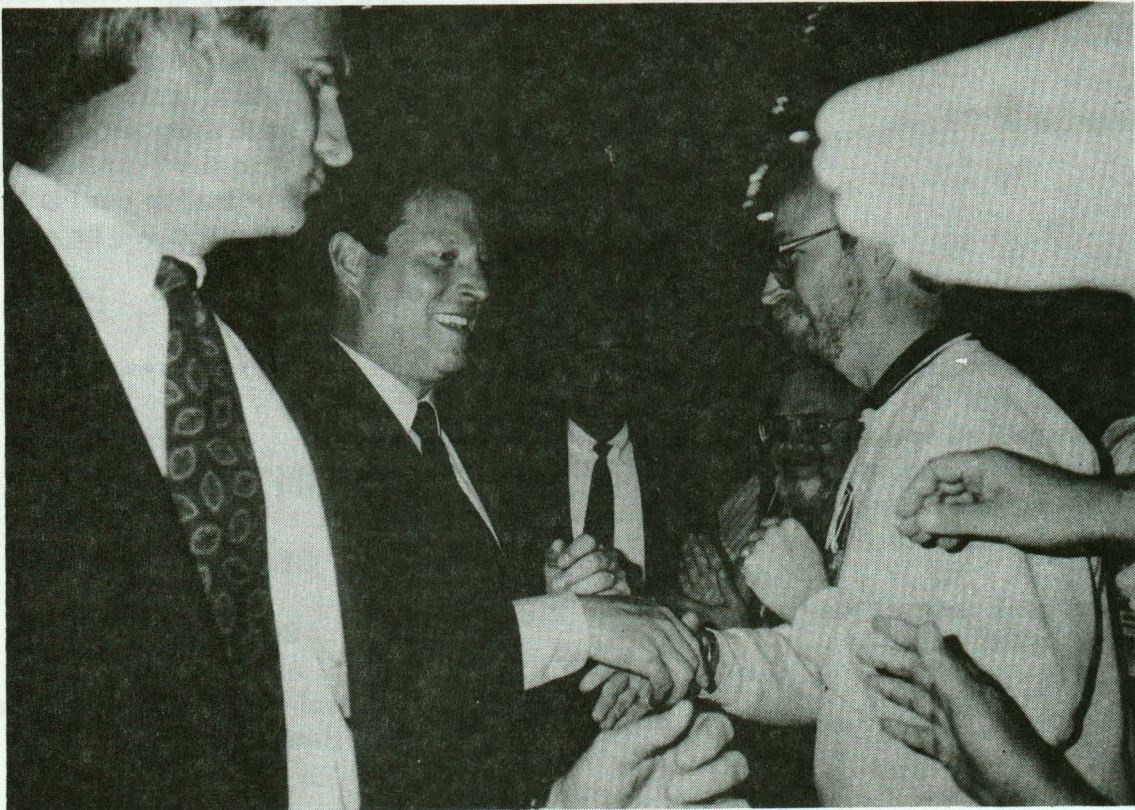
Local 88 Box 1874  
Fargo, N. Dak. 58107

VOL. 13 NO. 1

FARGO, NORTH DAKOTA

JANUARY 1995

## LOCAL PRESIDENT "BUILDING ON SOLIDARITY" WITH VICE PRESIDENT GORE AT NATIONAL CONVENTION



**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 . . . . . Donna Galitz
- 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 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

**GREETINGS FROM YOUR EDITOR!** When I talk about working on this newsletter, I often call it mine. This isn't true. The FARGO TOUR GUIDE belongs to each member of the Fargo Area Local. My job as editor is to instill that ownership in the members who read these pages.

I need your help to make this newsletter what it can be. I need your help to make it what it needs to be to best serve the membership. To guarantee your participation I am not above resorting to bribery. In fact, I'm going to do my best to make it worth the members while to contribute to this paper.

For each contribution sent into THE FARGO TOUR GUIDE by a member (officers are excluded), that member's name will be put in a drawing for a \$25.00 cash prize. The winner of the cash will be announced in each issue as it is published.

To qualify for this drawing, members will need to submit items of interest to the membership. This could include Letters to the Editor, articles of interest, pictures taken of members, a question and answer section, etc. I would like to start a section that would announce milestones in members lives, such as, marriages, births, engagements, deaths, etc. This can't be done without your help.

So, if you have any announcements to be made, questions to be asked, or opinions to be stated, please have them submitted to me. You can either give it to the Tour Supervisor to put in the Union's box or mail to our PO Box.

Your cooperation will be greatly appreciated.

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**IN MEMORIAM**

**GEORGE HEINISCH**  
died  
September 11, 1994

He was a loyal union member who served as Safety and Health Officer.

# STATE OF THE UNION

by Jeremy Cahill, President

I think a discussion of the Local, where we have been, where we are, and where we are going is appropriate at this time.

1994 became a year like any other year in the Union business. Officers and stewards were kept busy with responses to management actions, too many of which were frivolous. The division of the Postal Service has been divisive within its own organization, reducing some serious concerns of the crafts to petty bickering amongst the Post Office representatives.

1994 was a strange year for the Local President. While the Local hosted the ND State APWU Convention, only two couples who were not delegates showed up at the banquet. We had the worst performance in a COPA Drive since I can remember. Then, eight members of the Local attended the Steward seminar in Jamestown. And to top it off, we had the most extraordinary participation during the membership drive this fall. Jekyl and Hyde.

We are still working towards creating more career positions in our facility. The two grievances that we filed last year, one on the long-term continuous use of casuals and the other on maximization at Prairiewood, have been heard through Step 3 of the grievance process and have been appealed to arbitration by the Business Agent.

At our last meeting of the year, the issue of revenue and expenses was discussed again. And, I must report that the Local has decided not to act upon the E-Board recommendation for a dues reduction. The membership felt that the possibility of the expense of arbitrating portions of our Local Agreement was too great to allow a reduction in revenue.

1995 should be a year of change for the Fargo Local. The Local should have a new President, since I am not placing my name in nomination. The Local may also be entering Local negotiations with the Postal Service around October 1995, several months after a new National Agreement has been reached.

I would like to thank all the members who contributed in every way this year, from those who helped with the convention, to our new member recruiters, to the officers and stewards; to all who show an interest in making our Union work. Thanks.

# NOMINATIONS

The Fargo Area Local APWU announces nominations are now being accepted for the following elected positions:

1. **President: 2-year term, effective 4-1-95**  
**Salary: \$400/yr; duties as outlined by the local constitution**
2. **Vice-President: 2-year term, effective 4-1-95**  
**Salary: \$200/yr; duties as outlined by the local constitution**
3. **Trustee: 2-year term, effective 4-1-95**  
**Duties: Periodic review of the local's financial records as assigned**
4. **Delegate to local AFL-CIO Trades & Labor Assembly: 2-year term, effective 4-1-95**  
**Duties: Attendance at monthly meetings (2nd Monday) and automatic delegate to State AFL-CIO Convention**
5. **Delegates (16) to 1995 ND State APWU Convention held in Grand Forks April 21-23**

Any interested candidates may submit their name in nomination in any of the following ways:

1. **Contact a member of the nominating committee with your interest: Tour 2 - Beth Parrow, and Tour 3 - Mary Gillespie, CFS - Cheryl Schaeffle**
2. **By mail, submit a letter of interest which must be received by 1-28-95 to PO Box 1874, Fargo ND 58107**
3. **By placing your name in nomination at the regular January meeting of 1-28-95**

# LEAVING THE LOCAL

Longtime member and friend, Harold Olsen, who recently retired. Thanks Harold and good luck in your retirement.

Longtime member and friend, Leon Zavadil, who resigned from the Postal Service to attend ministry school in Minneapolis. Good luck and keep singing, Leon.

# LABOR RELATIONS

by Jeremy Cahill, President

1994 became the year of enlightenment. Our new Postmaster, Kevin White, has produced a different Labor-Management environment in which the APWU and the Postal Service (Customer Service anyway) make real efforts in resolving problems. Mr. White has spent his years here in building his reputation as a fair manager and by "doing the right thing". Two incidences have tarnished, and maybe destroyed, those efforts. I'll share those with you. I don't believe that I have felt as much anger about a management decision as the anger I felt from the craft when one of our own was passed over, not once-but three times, for their request to transfer to the Letter Carrier Craft. The "back to business as usual", backed up with the standard excuses proffered by management, is the impression that is left. The other incident concerned an employee who previously worked for the Postal Service, resigned, and then moved here and requested reemployment. This was a perfect opportunity to demonstrate "doing the right thing". This employee had already served the time period previously, and earned the right to Step increases. The Postal Service has the option of returning the employee to work at their previous Step or at Step A. Guess which one of those options the Postal Service chose? Mr. White's answer to that was because it was the District policy. How original, and thanks for the kick in the teeth. However, his shop is still miles ahead of the clones from the Processing and Distribution side, especially Tour 3, whose only (I was going to say favorite, but they don't seem to have any other) technique to problem resolution is the discipline procedure. If they would look in the mirror they would realize that they have become the supervisor that they always hated, goosestepping their way up the corporate ladder.

Yo! Get a thought!



"Sorry, but if I let you go home, I'd have to do the same for any employee who had a heart attack."

# WELCOME NEW MEMBERS!!!!

Clinton Clark	MPFSM	Tour 3
Michael Edwardson	Mail Proc	Tour 2
Michael Paulson	Mail Proc	Tour 3
Joni Schick	MPLSM	Tour 1
Tim Foltz	Maint	Tour 1
Chris VanMil	MPLSM	Tour 1
Ryan Nelson	MPFSM	Tour 3
Dean Puttonen	MPFSM	Tour 3
Tom Marsolek	Maint	Tour 2
Amy Downs-George	MPLSM	Tour 1
Dave Berg	Mail Proc	Tour 3
Neil Bjerke	Maint	Tour 3
Ross Nelson	MPFSM	Tour 3
Lesley Swanson	PTR	Prwd
Bob Slagle	Mail Proc	Tour 1
Matt Cogdill	MPLSM	Tour 1
Trevor Lehfeldt	MPLSM	Tour 1
Ray Laney	MPLSM	Tour 1
Julie Jangula	MPLSM	Tour 1
Ricardo Morales	Mail Proc	Tour 1
Brenda Burke	MPLSM	Tour 1
Dondi Koenig	MPFSM	Tour 1

Great Job by all recruiters and New Members  
Let's get the rest!!

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**WARNING: Due to a shortage of robots, workers here are human beings and may react unpredictably if abused.**

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# THE ULTIMATE "FREE RIDER"

There once was a worker who would never join a union. All his life he accepted the benefits the union won for him, but he refused to join and pay dues.

He grew old, living comfortably on what the union had been able to achieve at his workplace. Finally, death approached, and he made a request to his wife. "Please arrange for union members to be my pallbearers."

His startled wife responded, "You never belonged to the union. Why do you want union members to be your pallbearers?"

He responded, "I figure they've carried me this far, they might as well carry me the rest of the way."

## UNION QUESTIONNAIRE

The Fargo Area Local belongs to all of its members, but only a small percentage take part in the business conducted by the local. As in any organization, the more members who participate the better the organization can serve its membership.

We're coming to a crucial time for any local, elections are approaching and active members are the backbone of any union such as ours.

Maybe you have some problems with the union leadership or maybe you just don't care. Whatever your reason for lack of participation, we would like to know.

It would be appreciated if you would take the time to complete and mail the questionnaire back to the union. Your name is not required, but your tour for the main office or station would be helpful.

Thanks, Cheryl Schaeffe - Editor

1. Have you attended any union meetings this year?  Yes  No  
If no, why not \_\_\_\_\_  
\_\_\_\_\_
  
2. Do you have a desire to attend union meetings?  Yes  No  
If no, why not \_\_\_\_\_  
\_\_\_\_\_
  
3. Are the day/time set for the meetings convenient for you?  
 Yes  No If no, when would you like meetings held? \_\_\_\_\_  
\_\_\_\_\_
  
4. Do you feel that your officers and stewards are knowledgeable and provide you with a satisfying response to your questions and concerns?  
 Yes  No Explain \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
5. Aside from the every day management/employee problems do you disapprove of something that the union is doing?  Yes  No If yes, explain \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
6. Would you get involved with the daily operations of the union?  
 Yes  No
  
7. COMMENTS: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

STATION: \_\_\_\_\_ TOUR: \_\_\_\_\_

Thanks for completing this questionnaire. Please remove and fold so that mailing side shows. Affix stamp and mail.

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**P.O. Box 1874  
Fargo, ND 58107-1874**

**TOUR GUIDE QUESTIONNAIRE  
P. O. Box 1874  
Fargo, ND 58107-1874**

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## NEWS & VIEWS

Looks like more Postal Restructuring is on the way. Let's get it right this time. Downsize middle management.

There are more proposals in the works to move or remove the craft from NDSU Station than managers on the second floor. Sometimes its give the place to NDSU; sometimes its move it to Trollwood, Scheels building, K-Mart. Hey I got an original idea (actually I stole it from UPS which franchises Mail Boxes Etc) why not do both or all? If the business is there, let's go get it. **AND** keep NDSU Station. Nah, let someone else control our revenue. Yeah, another (still) great management brainstorm. We gave away Parcel Post and cried, we gave away Overnight Delivery and cried, and now we want to give away Window and Box Service. Don't come crying after this goof.

If there is no agreement on the contract negotiations within 90 days of November 20, by law the parties must submit to binding arbitration.

The note posted by the time clock in CFS says there is "no leeway" on BT. Is this possible and why does it apply only to some clerks and not to the others?

Nominations-January meeting  
Local Elections-February meeting  
Installation-March meeting  
COPA Committee-March meeting

Next monthly meetings:

January 28, 1995 9:00AM  
February 27, 1995 7:00PM  
March 25, 1995 9:00AM

Thrift Savings Open Season through  
January 31, 1995. Great Benefit.

Annual Leave Initial Selections begin  
February 15.

APWU Labor-Management meetings are normally held the first Tuesday of every month in room 278. Please check the minutes posted on the main floor swingroom bulletin board for details.

## SAFETY & HEALTH BULLETIN

by Jeremy Cahill

In case you missed my emergency announcement in December, here's a cautionary reminder.

The Safety Office has developed a document which is making the rounds. It is titled "Injured Employee/Employee's Responsibilities.

Sometimes it is being offered in a one-on-one scenario, and sometimes it is being presented as a "job or stand-up talk" by attaching a cover sheet. Either or both may appear to require the employee's signature or initials. The APWU has been assured that this is not the case.

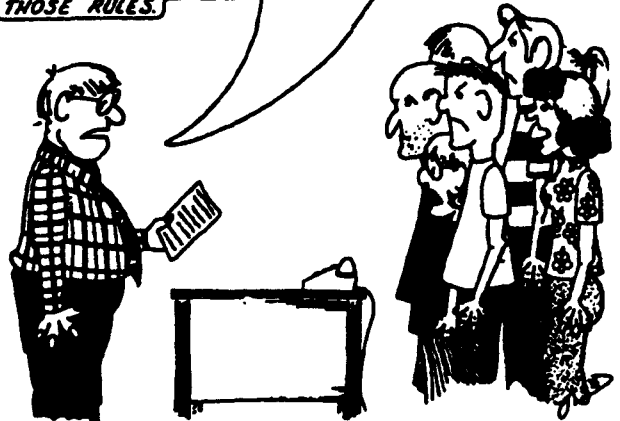
I urge all members to decline to sign this document, unless you are injured. This is just another attempt by the Safety Office to shift their responsibilities to the employee, under the guise of offering you assistance.

In addition, you should have already received, at your home, a letter about the change in the USPS Contract Physician. The NALC recently experienced an incident with an injured employee in which the local Safety Officer intervened with the Contract Physician, who then changed his determination about their availability for duty. Please consider your choice of Physician or Medical Facility for treatment very carefully. I recommend that, if possible, you use your own physician or one of the "uncontracted" facilities for treatment.

### mann made

DOE NEWS & VIEWS

THOSE ARE THE NEW RULES FOR YOUR WORK AREA...  
AND OF COURSE, AS ALWAYS, ONLY SOME  
OF YOU PEOPLE WILL BE EXPECTED TO ABIDE BY  
THOSE RULES.



FARGO TOUR GUIDE  
CHERYL SCHAEFLE - EDITOR  
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FARGO, ND 58107

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ADDRESS CORRECTION REQUESTED

PLEASE  
DELIVER TO:

## What Has The Union Done For You?

Reprinted from The Rapid Area Local

Compare the improvements in the last twenty-two years the next time someone asks, "What has the union done for me?" Remind them these benefits were not given to you by the USPS, but negotiated by your Union.

### 1968

21 years to reach top step  
Probationary period one year  
**NO OVERTIME OR BREAKS**  
NO wash-up time  
No Sunday premium pay  
No COLA  
Paid holidays - 7  
You paid part of life insurance  
Regular schedule could be changed from week  
to week  
No guarantee of hours for regulars  
Hours of work rounded off  
No overtime for PTFs  
NO procedure for filing grievance  
No National Agreement  
No Shop Stewards  
No protection on bidding rights

### 1991

8 years to reach top step  
Probationary period 90 days  
Overtime available, 2 breaks  
2-5 minute wash-ups  
Sunday premium pay  
Quarterly COLA  
Paid holidays - 10  
Life insurance paid in full  
Out of schedule pay if required to work  
outside your schedule  
Regulars guaranteed 8 hrs/day, 40/week  
You're paid for fractions of an hour  
PTFs paid for hours over 8 and 40  
Art. 15 grievance procedure steps 1-4  
National collective bargaining  
Shop Stewards available  
Protection on bidding rights