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Fargo, N. Dak. 58107

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FARGO, NORTH DAKOTA

MARCH 1995

APWU COPA

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FARGO AREA LOCAL APWU

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- 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

FROM THE EDITOR

What to write about has been a very hard decision this issue. Management just gives us so many interesting choices. But the bathroom situation in CFS has to be my favorite.

On February 1st, a Bathroom Sign-Out Sheet suddenly appeared without any warning. We were to sign out when we went to the bathroom and put down the time we left and the time we came back. Now this is in direct violation of Article 5 of the Contract. Management may not make any unilateral decisions regarding hours, wages or working conditions and going to the bathroom is directly related to working conditions.

Our supervisor has given us many justifications for her action. She told one clerk that a supervisor up on the workroom floor said that was the way he did it up there. I have tried to corroborate this, but have been unable to find a clerk or supervisor from upstairs who knows anything about it.

When I spoke with the supervisor regarding this, she repeated three times that this action was not aimed at me (I have a letter from my doctor because of a minor bladder problem). Now I never insinuated that it was, so me thinks thou doth protest too much.

She did tell me that it was put into effect because several clerks wait to go to the bathroom five or ten minutes before they go on break. If this is the case, why doesn't she deal with these individuals instead of issuing what constitutes blanket discipline to the unit as a whole?

She has also said that during our busy times we need to keep the machines manned. But since this is now a slow time for us it shouldn't make any difference, should it?

So far with the help of the Union we have gotten to the point where we just need to track down the supervisor and tell her whenever we have to go to the bathroom. She says we don't need to ask permission and she would never say "no" to us but she just needs to know where we are. You'd think she had better things to do than keep track of our "potty" habits.

Of course, Article 3 of the Contract gives management the right to manage or mismanage as they see fit. In this case what would you call it?

STATE OF THE UNION

by Jeremy Cahill, President

Well, well, looks like I'll be your President for two more years. A matter of semantics, I guess. I did not place my name in nomination, however, since there were no candidates names submitted at the meeting, I did not decline the nomination from the floor.

By the end of this term, the Local should be in super position, and be ready for a new President. At the end of this term, I will state right now, that I will not be accepting the nomination for President.

We have a few serious issues to deal with this year in our Local.

Our membership is still not what it should be. As such, we will be having another membership drive to enroll some of the non-members who have declined, but, continue to remain Postal employees and benefit from the efforts of the APWU. As a reminder, the Union (and its members) have the RIGHT to solicit non-members in non-work areas of the Post office. All of us should be contacting the non-members, during breaks and lunch and before and after work, at the break and smoking areas of the Post Office. We can contact these non-members as often as we like during these times and at these locations. I urge all members to actively solicit the non-members of our Local under these conditions. Non-members are tantamount to freeloaders in the Welfare and Unemployment lines, people who are perfectly capable of supporting the organization that makes this the place where they wish to remain employed, but, feel no obligation to support the organization that makes it such a place. I think that we can all agree that freeloaders have no place on Welfare, on Unemployment, or in the Workplace. We should be able to show non-members the benefit of a Union workplace and of supporting the Union in the workplace. Let's get organized!!

Details will be distributed on the New Organizing Drive as they become finalized.

Kind of a sidebar to this issue is the official appointment as Alternate Stewards on Tour 3 of Tim Haaland and John Durham.

It seems very likely that the Postal Service, once a National Agreement has been achieved, will wish to enter into negotiations at the Local level. Just another reason to ensure that the Local treasury is in good shape. The Local bears the expense for items that are arbitrated for the Local Agreement.

It's COPA time again. We recently mailed out solicitation letters to the membership and included a discount card for the Mobil station, under new management, located just north of St. Lukes. Every \$10 or \$20 helps you by providing you with a voice to lobby Congress on issues that affect Postal employees and retirees. Please make a donation to APWU-COPA '95 today and mail it to:

APWU-COPA '95
PO Box 1613
Fargo ND 58107

Finally, thanks to Bert Sullivan for serving as our Vice-President for the last 3 years. Great Job, Bert, thanks.



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.

NEWS & VIEWS

NDSU STATION

The Local Union has attempted several times to discover the intentions of the Postal Service towards renewing the lease with NDSU for the Postal Station across from the college. The response from the Postal Service has been noncommittal. With just less than three months remaining before the lease expires, it appears that the Postal Service is not being entirely truthful in its dealings with the Union on this issue. I find it ludicrous that the Postal Service would allow the lease to expire without any attempts to negotiate with the college.

The Union has asked for responses to its questions about the status of the Station, the boxholders other than the college, the handling of the mail, and the employees of the Station. Is there a contingency plan for these and the other elements involved?

Time is running out. Are we running a business...or what? Personally, if everything the Postal Service has told us is true, than they look like a bunch of dopes who don't know the first thing about business. If it is not true, than, at the least, they would be guilty of bargaining in bad faith with the Union. Time will tell.

Several hundred Postal Service managers will receive bonuses averaging 1.7 percent, and up to 10 percent of pay, for reducing the projected 1994 deficit from \$1.34 billion to \$914 million.

There is a letter carrier in North Carolina who dropped out of her union and has written anti-union articles for a newspaper and NEWSWEEK magazine. Her main themes were that unions are bad for workers and hurt productivity and the economy. Well, now she needs the union. Management has issued her a removal notice for threatening the life of a steward. She has asked the NALC to file a grievance to save her job.

Management needs to be more careful when they offer incentive plans, contests or bribes to the workers in Fargo. Between Christmas Day and New Years Day if a clerk didn't use any leave, their name was entered in a drawing for restaurant gift certificates. How can it be that one of the winning clerks on Tour 2, not only came in late on New Years Eve she then left early on sick leave?

(cont. next col.)

NEWS (cont.)

Despite the lack of a contract, the USPS and the APWU have agreed that a new period for five successful bids per contract, became effective on November 21, 1994.

Next regular monthly meetings are scheduled for:

April 24th 7:00PM

May 27th 9:00AM

June 26th 7:00PM

All meetings are held at the Trades & Labor Assembly Hall

3002 1st Ave N Fargo.

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

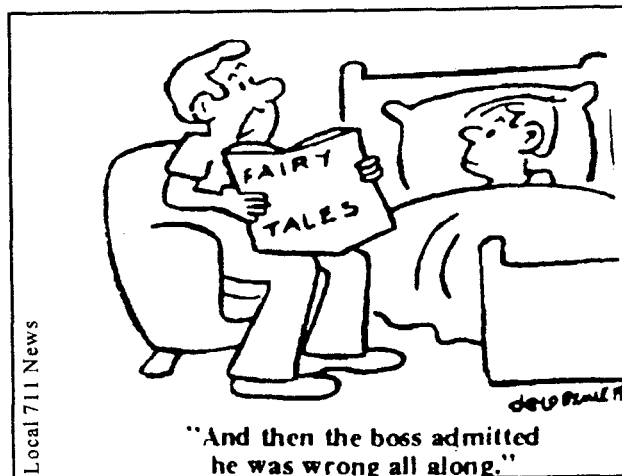
by Jeremy Cahill, President

Our most recent experience with the Safety & Health office in Fargo has been most disappointing.

As you may have read in the American Postal Worker newspaper article by Bill Burrus, medical documentation requires very strict custody, handling, and release procedures. At the time that the Postal Worker newspaper was being received, the Local Union had already appealed to Step 2 of the Grievance-Arbitration procedure the exact same issue.

The improper custody of, release of, and improper use of restricted medical information is, as stated in the Handbooks and Manuals, a criminal offense.

In addition to the Union's attempt to resolve this issue within the Grievance procedure, I feel it is my personal duty to report what I feel is criminal activity by Postal employees to the Postal Inspection Service.



APWU BOWLING TEAM

Did you know the Fargo Area Local sponsors a bowling team and the team placed first in its league last year?

Team members are Ron Cossette, Denny Miller, Dick Thomas, Joe Kriz, Gerry Rheault, Gary Bennett (retired), and Dick Lau (retired). They bowl every Tuesday night at 6:30 p.m. at The Bowler in the Red River AA League.

Joe Kriz has the distinction of bowling both the high (266) and low (103) games for the league.

REMEMBER...

Anytime you are involved in an accident or have an injury while on the job, you must report it immediately to your supervisor or you may be disciplined for it.

To be eligible for Holiday Pay you must be in a pay status (either work or paid leave) for the last hour of your scheduled work day prior to, and the first hour of your scheduled work day after the holiday or designated holiday.

Watch your clock rings because if your clock rings have a discrepancy of just nine units over an eight hour day you could be charged AWOL. The five minute rule is only to be used when there is congestion at the time clock for any reason at anytime of day.

LOCAL ELECTION RESULTS

The Election Committee announced the election results at the General Membership meeting on February 27. The results are as follows:

President	Jeremy Cahill
Vice-President	Cheryl Schaeffe
Trades & Labor	Bruce Baarstad
Trustee	Joyce Stende
State Convention	Beth Parrow
Delegates	Jan Owings
	Bruce Baarstad
	Merle Bakkegard
	Suze Ament
	Tim Haaland
	Audrey Farol
	Amy Tuscherer
	Mary Gillespie
	Cheryl Schaeffe
	Tom Reinhart
	Terry Hovde
	Sue Carnahan
	Marilyn Fiala
	Curt Christianson
	Roger Eli
Alternates	Pam Glaesman
	Donna Kenney
	John Durham
	Rich Olson
	Peggy Reed
	Dean Puttonen
	Al Alvarez

Yes, I'm going forward with COPA!

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DEAD WEIGHT

from Austin Postal Worker

Dead weight! Dead weight! You hear it all the time. Why doesn't the Union allow management to get rid of all the "dead weight"? Seems reasonable?

But who gets to decide who is or isn't "dead weight"? Our Supervisors? Our Manager? Our Co-Workers? Our Union? Just who should play judge and jury?

First, let's take our supervisors. Do you feel that your supervisor is qualified to decide who should and who shouldn't work here? Is he/she fair? Objective? Has he/she been just in his/her discipline? Is he/she "too hard" on employees or not "hard" enough? Would you put your life in his/her hands? Your children's lives? If you hesitate on any of these, then probably not! Can you honestly say your supervisor has no favorites?

Second, let's take our Managers. Do you think that someone who never sees you can determine your worth? Do you think that numbers never lie? That a true measure of someone can be seen on paper? Do you want your future determined by how many letters a BCS can read?

Third, let's take our co-workers. Does everyone have the same background? Do we "always" communicate with each other? Do we work together? Do you get along with everyone you work with? Do you want them to criticize you? Do you value other people's opinion?

Finally, let's take the Union. The Union is the only organization willing to protect you from any of the above!

Granted, they may help some of the "DEAD WEIGHT", but who's going to protect you from becoming the next victim? It's easy to judge the "other guy", but if you want to take your changes with management, then good luck! If not, then remember, the Union may seem to "protect the wrong people" until one of those people is you!

WELCOME NEW MEMBERS!!!

BARBARA SCOTT	MPLSM-TOUR 1
DARLENE HENDRICKSON	MPLSM-TOUR 1
AL HEBERT	PTR-PRWD
PATTY DURKIN	MPFSM-TOUR 1

JB'S CORNER

by John Berg

Christmas is a special time of year at the Post Office. It's when everyone reaches back and gives a little extra to get the job done. I'm proud just to know all of you hard workers.

Management even reaches back a little. Every year they send people down from 'upstairs' to be guest supervisors on the work floor. It's great because you can ask these people anything and get the same answer.

But think of the sacrifice they make to spend all that time guiding us in December. They practically have to put their jobs on hold for a whole month.

Now here is an interesting experiment that should be implemented next Christmas. Let's have these people lead us in November and December. The following year, they could be in charge for three months. If it was accidentally found that we were harboring unnecessary positions, we could save the company a lot of money!

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.)?

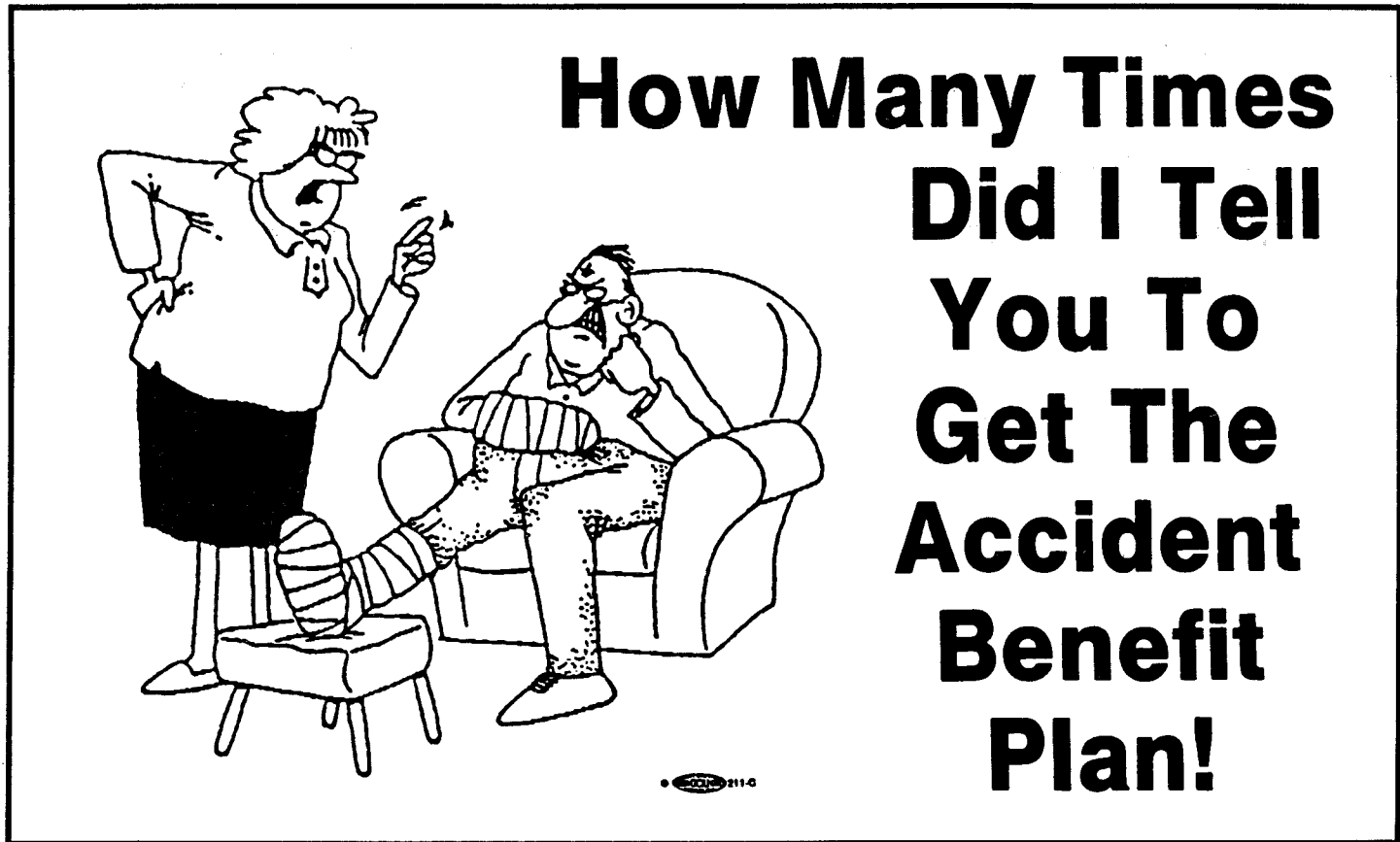
CONDOLENCES

Our thoughts are with our fraternal brothers and sisters at their time of sorrow.

Lois Marsh on the loss of her husband, Kenny.

Joe Kriz on the loss of his mother.

Ron and Leroy Cossette on the loss of their sister.



COMEDY CORNER

PPA REPRINT

MEMO TO: All Personnel
FROM: The Management
SUBJECT: New Attendance Policy

1. **Personal Illness**
 NO excuse...we will no longer accept your doctor's statement as proof. If you can go to the doctor, you can come to work.
2. **Funeral (Other than Your Own)**
 This is no excuse. There is nothing you can do for them, and we are sure that someone else with a lesser position can attend to arrangements. However, if the funeral is held in the late afternoon, we will be glad to let you off one hour early, PROVIDED your work is caught up for the entire day.
3. **Leave of Absence (For an Operation)**
 We are no longer allowing this practice. We wish to discourage any thought that you may need an operation. We believe that as long as you are an employee here, you will need all of whatever you have and you should not consider having anything removed. We hired you as you are, and to have anything removed would certainly make you less than we bargained for.
4. **Pregnancy**
 In the event of an extreme pregnancy, you will be allowed to go to the first-aid room when the pains are five minutes apart. If it is a false alarm, you will be docked one hour's pay.
5. **Death (Your Own)**
 This WILL be accepted as an excuse, but we shall require at least two week's notice, as we feel it is your duty to teach someone else your job.
6. **Coffee Breaks**
 You will be allowed free coffee 15 minutes prior to leaving home, and 15 minutes after arrival at your home. Any other coffee breaks will be docked from your pay.
7. **Restroom Breaks**
 Entirely too much time is being spent in the restrooms. In the future, we will follow the practice of going in alphabetical order. For instance, those whose names begin with an "A" will go from 9:00 to 9:15, and so on. If you are unable to go at your time, it will be necessary to wait until the day your turn comes around again.
8. **Resignations**
 Under NO circumstances will be accept your resignation. If you should desire to resign your position, notify us at least two weeks in advance and you will be fired... immediately.

FARGO TOUR GUIDE
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FARGO, ND 58107

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