

Local 88 Box 1874
Fargo, N. Dak. 58107

VOL. 14 NO. 1

FARGO, NORTH DAKOTA

APR 1996

IN MEMORY OF LARRY ENZMINGER

This is my usual spot for news and information for the local membership on the issues presently before the local union.

I'd like to take a moment of personal privilege and digress from the usual content for this issue.

As I walked into work this week, I passed a carton of baby chicks inside the dock door. Their light chirping reminded me of our recent loss of one of our members, Larry Enzminger. Every workday, and even most off-days, I am reminded of our friend who was taken away from us so suddenly.

Larry was different things to many people. Our relationship was a combination of employer-employee, and co-worker, and of course manager-steward. It was the last where we spent most of our time. There hardly passed a day where we weren't working on solving some problem, and I think it is here where I best appreciate his qualities.

Larry always made the best effort to resolve employee's problems. Larry always took an interest in his employee's personal lives, and managed by the theory that if "you take care of your men" (sorry about the political incorrectness, but, that's the phrase), then "your men will take care of you". I think we all proved him right.

Sometimes the measure of a man's contribution to his fellow man is not known until after he passes on. I know that the tribute made at his memorial services was demonstrated by the number of us who felt a duty to honor this man in our small way by paying our respects to him and his family on that sad day.

We'll all miss this great supervisor and wonderful man.

Bye LE and God Bless.

JC

FROM THE EDITOR

Fargo Area Local

Officers & Stewards

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Vice-President	Cheryl Schaeffe
Financial Secretary	Jeff Knutson
Recording Secretary	Mary Gillespie
Sergeant-At-Arms	Jan Owings
Trustee	Beth Parrow
Trustee	Joyce Stende
Tour 1 Alternate	Barry Barr
Tour 1 Alternate	Cheryl Chamberlain
Tour 2 Stations & Branches	Jeremy Cahill
Tour 3 Alternate	Tim Haaland
Tour 3 Alternate	John Durham
Tour 2 Alternate	Beth Parrow
CFS	Sue Carnahan
CFS Alternate	Marlene Perez
Maintenance	Curt Christianson

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Safety & Health	Roger Eli
	Marge Meester
Scheme	Connie Keller
	Jan Baldner
Social & Recreation	Vicki Nordman
Alternate	Karen Pallock
Editor	Cheryl Schaeffe
Health Plan Representative	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

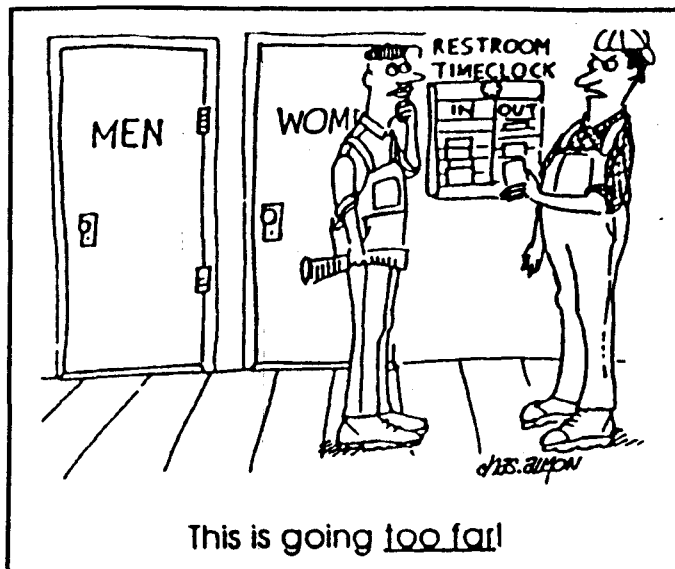
AND THE WINNER IS...JOHN DURHAM!!!
John won the \$25 drawing for contributing to our last newsletter.

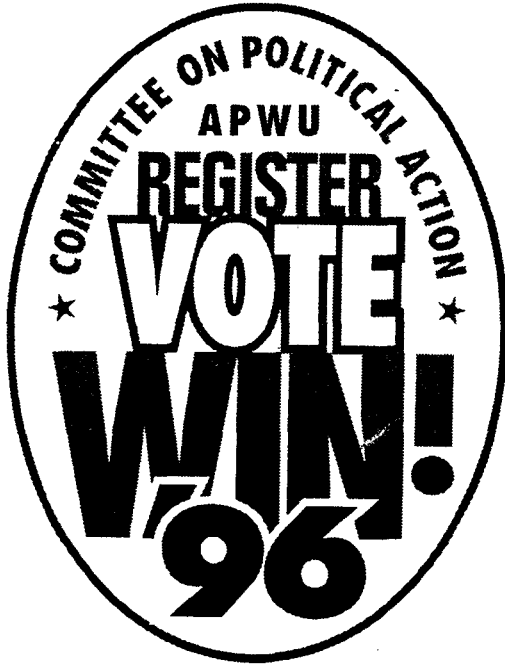
In case you have forgotten, any member who submits an article, photograph, quote, etc. for publication in the newsletter and has it printed is eligible for a \$25 drawing. We had three different members contribute last time. (Officers are not eligible, but any contributions they have will still be welcome.)

Awhile back, I was given the task of checking into an APWU picnic or outing for this summer. After looking at several options, it was decided we would have an "APWU Night (or Afternoon) at the Redhawks".

We could get group rates and the tickets would be subsidized by the Fargo Local. This would be an excellent opportunity for members to check out the new team in town. We'd have a night (or afternoon) of baseball, fun, and solidarity.

All the details haven't been worked out yet and we still need to decide on a date. Flyers will be put up as soon as things are finalized. So get ready to PLAY BALL!!





1996 will undoubtedly prove to be the most important election year in APWU history. At stake is not only the office of President of the United States, but those of the 435 House members and 33 senators--all of whom have a great impact on the future of the Postal Service and postal worker jobs and benefits.

The President, often with the "advice and consent" of the Senate, appoints members to important positions which have a direct impact on postal workers: the National Labor Relations Board, the Merit Systems Protection Board, the Office of Personnel Management, the Department of Labor and the Supreme Court. It is extremely important that we work together to ensure that these positions are filled with people who support APWU members and their families.

Since the 1994 elections, support for APWU members and their families has dropped significantly in Congress.

From the infamous "Contract on America" to cuts in the Occupational Safety and Health Administration which protect workers at their job sites, the 104th Congress has been the most offensive to American workers in recent history. The 104th Congress and its leaders proposed, and many of its members supported, **the ultimate attack on postal workers--the privatization of the US Postal service!** Privatization, as introduced in the 104th Congress, could not only mean the end of your job, but, also--according to some reports--the end of your entitlement to the retirement system you've paid

into and looked forward to since you were hired by the Postal Service!

The 1996 and 1997 fiscal year budgets--as proposed by President Clinton--have been fair and favorable toward postal and federal employees. Unfortunately Congress has ignored the President's recommendations and attempted to implement legislation which would require you to pay .5 percent more for your retirement eligibility--effectively cutting your pay--while at the same time lowering the cost of their own more lucrative retirement system. Through the active involvement of APWU members, proposals which passed the house to change the "high-3" years for annuity calculations to a "high-5" formula and to cap the Federal Employees Health Benefits Program were defeated in the Senate. Congress continues, however to delay paying COLAs to postal and federal retirees in a timely fashion.

REGISTER, VOTE, WIN is the theme and goal of the Committee on Political Action of the American Postal Workers Union, AFL-CIO. But only if we all work together in 1996 can our plans and hopes for the future be fulfilled.

*First, not only is it important that you are registered to vote, but that every eligible member of your family is registered to vote as well. Voting is a privilege of American citizenship that we too often take for granted.

*Second, it is critical that you learn where every elected representative stands on issues of importance to postal workers and their families. APWU distributes an "Analysis of Voting Records" of members of Congress showing the support each legislator has given to our issues.

*Lastly, your informed decision on Election Day is the best way to guarantee support for APWU issues when they are considered in Congress.

Throughout the years, APWU COPA has provided financial support to candidates who support our issues--and 1996 can be no exception. It is vital that candidates who support us have the finances necessary to run successful campaigns, it is important that APWU-endorsed candidates have the resources to compete--and to WIN!

To do this successfully, every APWU member must pitch in and participate in **COPA '96--REGISTER, VOTE, WIN!**

(Edited from Moe Biller COPA letter)

REMEMBER THESE WORDS WHEN A UNION REPRESENTATIVE CONTACTS YOU FOR YOUR COPA CONTRIBUTION

NEWS & VIEWS

by Jeremy Cahill, President

All official APWU notices will now be posted on our bulletin board in the second floor swingroom.

Just a few notes. There has been a rescheduling of Arbitration hearings in our area for April 30th in Minot. The lead case is a Minot case, and both Fargo and Jamestown have (Fargo has 10 cases listed) been listed as back-ups for the Minot case. While it is unusual to reach back-up cases, I hope they are able to hear one of ours. Some of our cases relate to these issues: Job Reversions, Return to Duty requirements, unilateral change in Handbook requirements, Harassment of Union officials, Maximizations at Prairiewood and Tours 1 & 3, Holiday scheduling for replacements, as well as three more grievances on the use of casuals. Lots of stuff on the plate for the Business Agents.

I have heard rumors that employees on sick leave have been contacted at home by supervisors asking "how they are feeling". This is harassment and should be reported to the steward. Supervisors should not be contacting employees at home except for scheduling purposes for overtime opportunities.

There continues to be some activities of a very suspicious nature in the handling of employees OWCP files in the Safety office. A recent attempt to secure a Postal letter from a file resulted in that file being passed from level to level like a hot potato. We'll see if we can find out what is so unusual about this file that it has to be kept from the employee and the Union.

Finally, this year we have several volunteers on each Tour for soliciting COPA contributions. This is not an easy task for them. Please make it simple and pleasant as possible for both them and yourselves by offering a generous donation. And thanks.

LOCAL MEMORANDA OF UNDERSTANDING

submitted by Tim Haaland

Article IV - Annual Leave

Item A-Section 7

An employee wishing to surrender approved (annual) leave during June, July and August shall make application in writing, to the installation head's designee stating reasons for wishing to surrender leave. Management and the Union will review the application to determine if the request is to be granted. Applications must be made at least two weeks prior to the scheduled start of the leave.

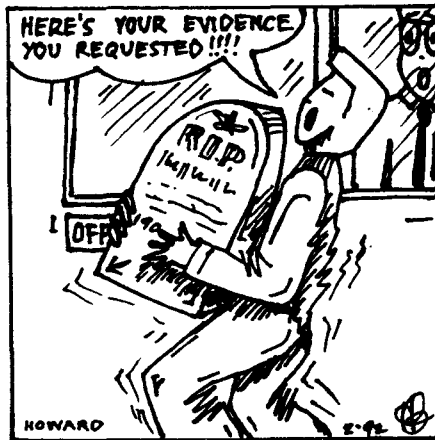
Item B-Section 1

The choice vacation period shall be defined as the entire year except December.

On Tour III, USPS and APWU have a mutual verbal agreement:

An employee wishing to surrender approved annual leave during choice vacation period (excluding June, July & August, which require two weeks notice prior, and excluding December as per Item A & B above) shall require application in writing at least one week prior to the scheduled start of the leave.

This agreement has been reached in an effort to give management time to post, for all Tour III employees to bid and to receive approved annual leave 48 hours prior to the scheduled start of the leave. Postings will close at 2100 the day before the 48 hours prior.



JB'S CORNER

by John Bergh

Well, here we go again. We are about to witness yet another round of musical management chairs. Only the unqualified need apply.

It seems like it was only a few years ago that we came upon this new and wonderful system of management. If we had a processing side and a customer service side, everything would be covered. And it probably would have worked if the people in management weren't wholly consumed with "me, myself, and I." In other words, image is everything, quality and service are nothing.

But I must give someone, somewhere credit to be able to understand this system doesn't work. He or she is probably the only one that didn't lose their job during the last shake up. If you talk to our bosses, they will tell you of all the people in management who lost their jobs last time and ended up unemployed and in the soup line. The sad part is they actually believe this.

Anyway, now we are going to a new system. Actually, we are just going back to the old way. So instead of having the war between customer service and mail processing, the war will be among Tour I, Tour II, and Tour III. And once again our customers will get the short end. It doesn't take a college graduate to figure out who pays the bills around here. Unfortunately, college graduates still won't be very welcome in management!

WELCOME NEW MEMBERS!!

<i>JoAnn Conklin</i>	<i>Tour 3</i>
<i>Joyce Neuschwander</i>	<i>West Fargo</i>
<i>Eric Holte</i>	<i>Prwd</i>
<i>Stu Sirjord</i>	<i>Prwd</i>
<i>Cliff McCartney</i>	<i>Tour 1</i>
<i>Jim Rundlett</i>	<i>Tour 2</i>
<i>Sherri Hilleson</i>	<i>Tour 3</i>
<i>Diane Sunderland</i>	<i>Pwd</i>

**THIS IS OUR HIGHEST MEMBERSHIP
LEVEL EVER!!! LET'S GET TO 200
MEMBERS!!!**

SAFETY & HEALTH

by Roger Eli, Safety Rep.

Obviously, our most urgent need in the area of Safety & Health is a new facility. Aisles are too cluttered and fire exits are blocked almost on a daily basis. It is becoming increasingly difficult for us to make room for safety, especially with more automation being added.

Supervisors have told me that employees have been instructed not to block the fire exits, but the problem still remains. This will be an item for our next quarterly meeting in an effort to somehow resolve this situation.

The blocking of fire exits is unacceptable for our safety. When you see a fire exit blocked or observe any other unsafe working condition, take the time to fill out Form 1767 and give it to the supervisor so you can get a response in writing. If corrective action is not taken, a Step 2 grievance may be filed.

An update on other issues is as follows:

1. In a special a special Safety & Health meeting, it was recommended that employees be evacuated in the event of a suspicious package until it is declared safe to re-enter the building. It was recommended that the current written instructions be amended to include this.
2. In the event of an evacuation, for whatever reasons, we have a designated place to go when the weather is unfavorable. There is an agreement that exists with the Salvation Army to use the basement of their building. Supervisors all have access to the key which hangs above the copy machine outside the LSM cage. Judy Duval has reminded all supervisors of this standing agreement.
3. New chairs have been ordered for our swing break rooms. I was told we will get 32 new chairs. Also, the table in the vending machine room is supposed to get a new oval top.
4. We were informed the fenced-in picnic area should be complete by Spring or Summer of this year.
5. Our older FSM chairs are supposed to be replaced with newer ones.

Please let me know if you have any safety items you want placed on the agenda for the next quarterly meeting.

**PROTECT YOUR
JOBS
GIVE TO
COPA**

**PLEASE BE GENEROUS WHEN YOUR COPA
VOLUNTEER APPROACHES YOU**

**TOUR I
BETH BREWER
BARRY BARR**

**TOUR II - STATIONS & BRANCHES
RICHARD THOMAS
RON COSSETTE**

**TOUR III
MARY GILLESPIE &
ASSORTED OTHERS**

TREAT NON-MEMBERS WITH RESPECT!!

by John Durham

I'll bet you never expected such a headline to be printed in a union paper. And to be honest, I once thought I'd never make such a statement. But there are a few reasons why we should at least extend the same courtesy to non-members as we would to our fellow members.

The most important reason to treat non-members with equal respect is to achieve our ultimate goal of 100% membership. If a non-member is constantly harassed, sneered at, and called names, it serves no purpose. Although the member may feel better inside by calling someone a "scab", it only creates negative feelings, which further distances the non-member from joining.

Every non-member here in the Fargo Area has some reason or excuse for not joining the Union. I feel it is the responsibility of **every** member reading this article to reach out to a non-member: Find out why they haven't joined. Ask them what changes they feel necessary in order to join. Find out why they quit the Union. Maybe a policy or decision that angered them has now been removed or changed. Maybe a particular Union official they disliked is no longer around. Maybe the Union officials that are currently running things are doing things differently now.

We need to find out these reasons and then constructively address the issues in a positive way that doesn't degrade the non-member. Many of these people are simply misinformed, or don't have enough information.

If you work next to a non-member, it is to your benefit as well as theirs to start asking questions. Although the solicitation of membership while on the workfloor is prohibited, doing this in the break areas is not.

If I have treated different non-members in many different ways. And unfortunately, the people I am going to have the hardest time with in joining the Union are the people I have chosen to ignore, not talk to, or made negative comments towards. The people I already have a good, positive relationship with are the ones I feel will be more likely to join. It is from this last group of people that I have signed up non-members. But I'm afraid I dug myself into a hole with the others and it will take a lot of hard work and effort on my part to gain their trust and respect of the Union.

Ignoring our non-members or making them feel inferior is not going to help them or us. In the long run, it only hurts. Simply avoiding the topic of the Union completely with them may project the notion that you don't care if they join; that it is acceptable for them to be non-members. Lately, too many non-members have not had to answer these tough questions and are sitting in a "comfort zone". It's time we all started talking about the Union with these people. If done in a polite, calm and respectful way, we will all benefit!

1995 TOUR III GRIEVANCE REVIEW - HAALAND

0195	Scheduled Breaks/Overtime	Settled at Step 1
0295	TE Hours in Excess of 8	Awarded at Step 2
0395	Discipline	Settled at Step 3 in Union's Favor
0495	Out of Schedule Pay	Awarded at Step 1
0595	Staffing Requirements	Agreed at Step 1
0695	Steward Time Denied	Awarded at Step 3
0795	Withdrawn	
0895	Maximization	At Step 4
0995	Casuals in Lieu	In Arbitration
1095	Supervisor Doing Clerk Work	Settled at Step 2
1195	Casuals in Lieu	At Step 3
1295	Transfer Eligibility	Agreed at Step 1
1395	Makeup Overtime	Agreed at Step 1
1495	Jurisdiction for Overtime	Withdrawn

**FARGO TOUR GUIDE
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**NEXT GENERAL
MEMBERSHIP MEETING**

MONDAY, APRIL 22

7:00 PM

TRADES & LABOR HALL