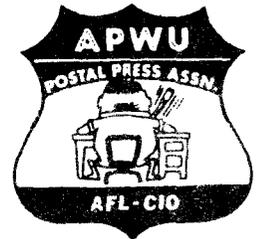




FARGO TOUR GUIDE



Local 88 Box 1874
Fargo, N. Dak. 58107

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FARGO, NORTH DAKOTA

WINTER 1999

PRESIDENT'S REPORT

WHAT'S NEW IN FARGO

By John Durham

MAIL PROCESSOR UPDATE:

Because of the Level 4/Level 5 Mail Processor grievance is the most popular topic asked of me, I thought it only fair to open my writings with this subject.

Since the August 14, 1998 award by Arbitrator Mittenthal, in which he sustained our grievance to reidentify Fargo Mail Processors to OCR Operators, PS-05 and ordered all employees to be made whole since the filing of the grievance (1985), the USPS has done NOTHING but delay, stall and sidestep compliance. The Arbitrator's decision was clear. All Fargo Mail Processors should be made whole and reidentified. Yet USPS management refuses to admit defeat, and continues to deny our Fargo employees fair compensation for work performed.

As of February 1, 1999 I have very little update you on this issue. Our APWU Business Agents in Minneapolis have had several discussions with Regional Management. I have even heard rumor of settlement drafts being exchanged between Union and Management in Washington, D.C. but unfortunately, nothing definite has been settled. By the time you read this article, the APWU could very well have initiated legal procedures in taking the USPS to court for failure to comply with the decision of a National Arbitrator. If the Postmaster General claims to be "Labor Friendly", this is a funny way of showing it.

\$27,500 PAID IN GRIEVANCE SETTLEMENT!

This settlement also was completed this past November. The grievance was initiated in 1992, involving specific duties of data collection over a definite time period. The main contention made by the APWU was the unilateral shift of work from the craft to the non-bargaining unit. Postmasters in many smaller offices were performing work of the clerk craft. As a result, in the USPS agreed to pay the \$27,500 in a pre-arbitration settlement. This award was divided by approximately 13 clerks here in Fargo.

CLERK RECEIVES OVER \$400.00

This pre-arbitration settlement was also reached this November. The grievance involved an employee whose saved grade, Level 6 was improperly taken away. Management claimed that the employee failed to bid on a Level 6 job. In fact, the grievant did bid on the job, but mistakenly transposed the last two digits on the job I.D. number. Despite recognizing this as a simple error, our local Human Resources Specialist Lorrie Bucholz insisted that the Level 6 must be taken away immediately. Thankfully we were able to find a USPS Representative with common sense and reach this final settlement.

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TOUR 1 STEWARD REPORT

By Rick Morales

Being a steward has been rewarding and exhausting. In my short tenure I have experienced many changes. One of the most significant has been managers taking a less "I'm always right approach" and are more willing to compromise. I commend management's willingness to listen and understand our differences. I know they will continue to apply this new philosophy as we enter new evolutionary changes within the Postal Service.

Our Post Office continues to go through evolutionary changes. Today and now we have the FSM Retrofit. Some of the questions on your mind are:

Am I going to lose my job?

Am I going to lose my days off?

If I bid the newly created FSM/Mailprocessor position does that mean I'll be on all automatic equipment?

Let's see if I can answer each question:

Q1-Am I going to lose my job?

A1-The Union has argued that training and experience of all our FSM employees should be taken into account prior to abolishing any FSM position. On Tour 1 we have scheme training which the Post Office has put a heavy investment in. A Tour 1 abolished FSM job would provide Level 6 save grade, but would eliminate management from using the employee in the abolished job from keying any flats; even though they are paying Level 6 pay. So the answer is yes I do see some jobs being lost, but I don't see management shooting themselves in the foot.

Q2-Am I going to lose my days off?

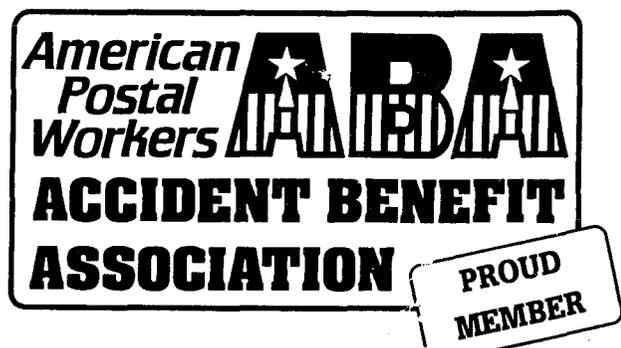
A2-I don't know this answer, but the Union will argue and fight any attempt to eliminate positions with weekends off. Understand we can't guarantee who has what days off due to bidding procedures.

Q3-If I bid the newly created FSM/Mailprocessor position does that mean I'll be on all automation equipment?

A3-If the job you bid includes the mailprocessor requirement then yes you will probably wind up on any automation equipment. The Union is presently arguing if the bid job is listed FSM/Mailprocessor the employee can only be used for barcoding on the FSM. Management does not agree with this argument and the argument will go the grievance/arbitration procedure.

Management will make decisions concerning the FSM on/about March 3, 1999. I believe Tour 1 will have some jobs abolished, but I think the effect will be minimal.

Continuing on our evolutionary phase. Management has requested to open local negotiations. The last time our local underwent local negotiations was 9 years ago. Management has expressed interest in renegotiating our local leave, Overtime and Holiday Scheduling policies. I strongly request that every Union member and I mean EVERY UNION MEMBER contact your President,



ABW NEWS

Great News! We have increased our benefits again, with no increase in assessments!

Your Accident Benefit Plan now includes a thousand dollar accidental death benefit for the spouse of a member and all unmarried dependent children up to and including the age of 18. The new Family Benefit Provision is included in both ABA plans and there is no cost to you for these additional benefits.

Along with the many additional benefits provided our members, we have changed the names of the two plans; the Low Option Plan is now the VALUE PLAN; and the High Option plan is now the ADVANTAGE PLAN. (Some information materials may include the former titles but all the new benefits are included).

No other benefit plan provides more benefits at less cost than the American Postal Workers Accident Benefit Plan!

Bill Sims

Hank Greenberg

Managing Director

Secretary-Treasurer

The American Postal Workers Accident Benefit Plan is a non-profit, 100% Union, fraternal benefit plan available only to members and spouses of the American Postal Workers Union. The thousand dollar accidental death benefit is available to spouses provided they are not already covered as an ABA member.

Vice President, Trustees, Stewards on any change you would like implemented or left alone especially in the areas management has expressed interest in renegotiating.

Finally, our evolution process comes to union representation. Union Representation is the voice of the hard working members being represented. Presently, the local is in the nomination stage of local elections. The nomination stage allows members to nominate any local union member to run for elected office. This year's election includes the President and Vice President positions. While I endorse our present local officials, it's still our voice they represent at Local Labor-Management and within the APWU. I request we let management know our elected officials represent our voice by voting when you receive your ballots in March.

Changing times continue to evolutionize where and how we work. The union has and will always fight to better our working conditions and work place. An organization with one strong voice will be heard. Please take the time to inform President, John Durham of your needs. Finally, always remember through the voting process you have a voice and that voice will be heard. So exercise your voice by VOTING.

Rick Morales, Tour 1, Steward

PRESIDENT'S REPORT

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CASUAL SETTLEMENT

UPDATE:

This past November the Fargo APWU saw a number of grievances reach settlement, as a result of two full days of arbitration and pre-arbitration discussions. One of the main issues was a grievance involving the improper use of casuals at the Fargo Post Office and Prairiewood Station.

As many of you will recall in December 1995, Fargo APWU won approximately \$300,000 for employees on the overtime desired list because of improper use of casual employees. Included in this award was an order by the Arbitrator to Fargo Management to cease and desist this activity immediately. Well guess what? Management didn't stop and a subsequent grievance had to be filed. This second grievance covers about a four-month period from May-September of 1995. This grievance was denied by management based mainly on timeliness. The USPS claimed the Union wasn't timely in filing this second grievance. So the timeliness issue was heard in front of Arbitrator Fletcher this past November. The Fargo APWU prevailed, and March 2, 1999 is the date set to hear the merits of the case here in Fargo. If our grievance is sustained, it could mean an additional \$100,000 to Fargo employees. I am very optimistic on the final outcome of this grievance.

ELEVEN CLERKS RE-GAIN SAVED GRADE!

This was the final grievance heard in front of the Arbitrator here in the Fargo last November. Eleven employees lost their saved grade, Level 6, for failure to bid on a Level 6 position, Vehicle Operator Maintenance Assistance.

The Union claimed that the posting was irregular and confusing, and lacked basic information required by the national agreement. The Union also charged the USPS with violating a local agreement to place highlighted alert notices on all Level 6 jobs.

The USPS countered with the fact that many saved-grade employees did bid on this job, thus showing that it was not as confusing as the APWU claimed.

The Arbitrator sustained the grievance, ordering full back pay for the approximately 15 months over this time. Local management was also ordered to attached a highlighted alert notice to all future Level 6 jobs.

Shortly after this award, local management has the audacity to officially request a waiver of the award and asked not to be required to attach the highlighted alert notices to future Level 6 jobs. Our favorite Human Resources Specialist felt as though she

IN MEMORY....

Unfortunately the end of 1998 brought the untimely and tragic death of one of our fellow Union sisters, Debbie Pfau-Veen.

Debbie was a pleasant worker and solid friend. She was a devoted APWU member as well. Her participation in our APWU picket helped our Union last May attain headlines news on all the local T.V. channels, radio and the newspaper. One reporter noticed Debbie's love for the "Smiley Face" and ordered his cameraman to, "Get a shot of that". Well, that's how I will always remember Debbie, smiling, happy, cheerful. She was always full of energy, which rubbed off on everyone around her.

Our thoughts and prayers go out to her family during the following months. Her father Dennis is a 28-year APWU member on Tour III. Whenever I see that familiar yellow smiley face, I will always think of Debbie.

John Durham

was being unfairly required to, in her words, "Babysit" the saved grade clerks. After exchanging a few "pleasant" words, I told her there was absolutely no way the APWU was going to agree to disregard an Arbitrator's award. But I guess the USPS likes to do that sort of thing. Too bad management doesn't spend all that energy on getting things right in the first place.

OVER THE 90 HOURS OVERTIME PAID!

This violation occurred during the Thanksgiving holiday week on Tours I and III. Employees not on the OTDL (Overtime desired List) were improperly utilized before maximizing the employees on the OTDL. This violation occurred on the Friday after Thanksgiving, which is not a part of the 3-day holiday period. As a result, five employees were compensated with 8 hours of penalty overtime each. Many other were paid 2OT each, and others were paid 2OT and 2V each. This problem could have been easily avoided with better communication between our local managers and shop steward. Although we have requested to review the holiday schedules with management before posting, our requests are ignored.

MANDATORY PHONE BIDDING???

I received a letter from the Dakotas District manager of Human Resources last December stating the intentions of the Postal Service to remove the bid box from the Fargo Post Office and eliminate written bids. I immediately filed a grievance on this issue, claiming numerous violations. Although they have not given

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What They're Saying About The Contract

Reprinted below are comments from the first batch of APWU Local newsletters received after the tentative agreement was announced. This article was put together before we learned the outcome of the ratification vote.

Show us the money? Ole Moe and the boys in DC came up with a really great slogan, too bad they didn't understand the meaning...

DAVE MCKEY
SOUTHERN OREGON AREA LOCAL

The tentative contract gives us an immediate 2% increase in pay, not much better than a bonus. But the "APWU's economists" take over the numbers. These must be the guys that were chasing Butch and the Kid because inflation is going up 25% during the spring and summer and will continue to rise during the year 2000...Somehow all these big numbers just barely move up ahead of the Teamsters. Members this is smoke and mirrors and don't believe it until you see it in your check...

DENNIS MATHIAS
OREGON STATE SEC-TREASURER

Historically we have not fared too well in arbitration, and if sent that route again the best we could get may be already on the table right now. Our best hope is in the fact that if the success of the company continues as it has been doing, then in two years we should expect and receive a better wage package.

Many of you may say this is a "stingy" wage increase and we could do a lot better than this. Well, maybe so, however the last arbitrator gave us only 3% for four years plus some useless bonuses. Let's face it, we are keeping our heads above water, our current standard of living will continue with our COLA's intact and our prospects for better working conditions in the making with some significant language.

Keep in mind this is a two year contract and, as far as I can see there aren't any give backs, and there is some positive language inserted to address the concerns we need to focus on...

DENNIS HOTCHKISS
OPWU VICE PRESIDENT

What surprises me is that most people who have called for rejecting the

contract have done so without seeing the entire package. Most comments were driven by the announced pay package and that is unfortunate. Personally, I have never judged a contract by Article 9 alone but even if I was, this contract stacks up well against other agreements we have negotiated or arbitrated in the last 12 years or so.

I was particularly impressed with the vast improvements in Article 37. The clerk craft team deserves a lot of credit for the changes they made...

So that leaves us with the decision. Do we take this contract and basically maintain the status quo with some important contract gains or do we put our fate in the hands of a third party in the hopes of picking up a few dollars? I say ratify the contract...

STEVE ALBANESE
NATIONAL BUSINESS AGENT

We faced an indifferent boss that made a \$5 billion profit in the last four years, gave millions to managers in bonuses, and is set to increase postage in January, and when they offered a measly 2% wage increase, we caved in and accepted it. Our military management claims there is a need for improving our relationship and hearing the voice of the employee, yet our wannabe benevolent Postmaster General refused to agree to a lousy dignity clause to protect workers against supervisor abuse and we caved in and accepted it...Despite political pressure and at the risk of political wrath, I could not and did not vote to accept this contract...

OMAR GONZALEZ
PRESIDENT, LOS ANGELES LOCAL
APWU

As you may already know, the National Rank-and-File Bargaining Committee, of which I was a member, voted 7-6 in favor of sending this agreement out to the membership for ratification. I personally voted no on the Committee, but that was a vote to

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WHAT THEY'RE SAYING

Continued from Page 4

send the negotiators back to the table, not a vote to send the dispute to arbitration... We are now faced with the task of voting whether to ratify this agreement. In light of the alternative, which is a rejection vote and binding arbitration, the Executive Board of the Philadelphia Local has voted in favor of ratification. This vote is not a sign of wild enthusiasm for this contract. Rather, it is a cold calculation that the agreement is better than we are likely to do in arbitration...

ART DOUGHERTY
PRESIDENT, PHILADELPHIA LOCAL
APWU

The contract is only for two years. A short contract can be good for either side, depending what their goals are and what they see happening over the two years. This time it seems clear that it was the Postal Service who insisted on two years. In discussion with other postal activists, we are in agreement that the Postal Service hopes to lull us into complacency with this agreement and then attack us all out in two years...

BRUCE CLARK
PRESIDENT, IOWA POSTAL WORKERS
UNION

We agree with APWU National Executive Vice President Bill Burrus' statement that the wage package is "insulting." We are extremely offended that postal management and the APWU bargaining team were unable to reach agreement on "Dignity and Respect" language for the tentative agreement. The language to prevent the Postal Service from contracting out additional bargaining unit work between November 21, 1998 and May 20, 2000 is weak...

WMAL EXECUTIVE BOARD
GRAND RAPIDS, MI

As with all contract proposals, it is not all we would want it to be. First, we wish it was longer than two years.

Second, we would like to see higher percentages. But the COLA remains intact, and we avoided lump sum bonuses. We had no give backs and did even gain some lost ground with health benefits. If we were to vote down this contract, by the time it would be arbitrated it would be almost time to negotiate a new contract. There is no guarantee that we would be any more successful if we go to arbitration. There are important language changes in the new contract that need to be implemented as soon as feasible. For the reasons stated above, I recommend ratification of the proposed new contract...

DON DELGMAN
PRESIDENT, SUNCOAST AREA LOCAL
APWU
PINELLAS PARK, FL

Let's talk money. Do I believe, after a five billion dollar surplus over the last four years that we deserve more than a 2% and 1.4% pay raise over the next two years? Without a doubt, the answer is YES. I don't know anyone in their right mind who would not agree with that. It was clear to me coming out of the National Convention that money was not going to be the number one priority. I believe that message was received and understood by the national negotiators. Based on the foregoing, I believe it was wrong to use the "Show Me the Money" slogan. That slogan misled the membership and left unfulfilled expectations. I

also believe the COLA projections by the national to "spin" the contract is an insult to the membership's intelligence.

Overall, I believe the national union negotiated the best contract possible. Increased employer health plan contributions, continued no layoff protection, retention of COLA, 18 month moratorium on subcontracting out, as part of a National Task Force APWU gets a seat at the table to discuss subcontracting issues in the future, revised pay schedule for step raises resulting in less time to reach top step, member remains in a pay status until adjudication of a grievance for suspensions of 14 days or less, and changes to the clerk, maintenance, and motor vehicle craft articles.

The alternative was and may be arbitration if the membership rejects the tentative agreement. We have learned over the years that arbitration is not a panacea. We have learned that arbitrators give, but they also take away...

STEPHEN LUKOSUS
PRESIDENT, BOSTON APWU

Sources: Southern Oregon Area Review, Oregon Stater. The Word. Los Angeles Postal Herald. Letter from Philadelphia Executive Board. Iowa Postal Worker. Western Michigan Postal Worker. Notes & Quotes. The Bostonian.



WHY NOT TAKE A POLYGRAPH TEST

By Steve Albanese, NBA
PPA Reprint
The Bostonian

Article 17 of the National Agreement contains a very important right. See the last sentence of Section 3 of that article and you'll find the following. "All polygraph tests will continue to be on a voluntary basis."

This sentence allows workers to simply say no when approached by the Inspection Service to take a polygraph test as a matter of exercising their contractual right. Inspectors love to use this action to intimidate workers. Their rationale is, if you're innocent then why be afraid of a polygraph.

There are very good reasons to be afraid. First of all, the results of a polygraph are inadmissible in any proceeding, which means it does no good to take them. Let's say \$500 is missing from a post office. The inspectors will come along and ask all workers in the area to take a polygraph. Once strapped to the machine, the Inspectors will pepper you with all kinds of loaded questions, many of which will have nothing to do with the \$500.

You could be asked for example, "Have you ever stolen anything in your life?" Great question, but very difficult for most people to answer comfortable. If you say "No" the machine could show you were lying. If you say "Yes," the Inspectors will bore in for more information. I think you can picture the rest.

Workers do not have to put themselves in that situation. The contract gives you the right to say no, and you should use that contractual right to protect yourself.

This article was prompted by a real life situation in one of the offices in my area. A registered piece of mail was missing and the Inspection Service went to all the clerks who had access to the piece and asked them to take a polygraph. Most clerks agreed even though the union advised them not to. The strategy used by the Inspectors initially was peer pressure. The minute one person agreed to take the test the Inspectors used that to get others to agree. "Fred is willing to take it, why won't you?"

The clerks were taken to a motel one at a time, and in a separate room, were put on a polygraph machine. After the testing, one of the inspectors came into the room and said to one clerk, "You didn't do too well." The clerk became flustered and was subjected to six uninterrupted hours of interrogation.

CSRS vs. FERS

By Paula Gallo
Secretary-Treasurer
APWU - Wisconsin

I attended a pre-convention workshop dealing with FERS/CSRS. The first open season to switch retirement plans was over 12 years ago. The USPS was counting on a 40% change over but only 5% changed to FERS. We are currently in another open season which will end on December 31, 1998.

The question that supposedly got him in trouble was, "Did you ever take anything out of your credit?" The clerk answered no on the polygraph. After the interrogation, the clerk said he had in the past borrowed money out of his credit for lunch, etc., but always paid it back. You guessed it - a removal has been issued.

The odd thing is the entire investigation was over a missing piece of registered mail. That issue is still unresolved, but the inspectors have lost interest in that because they came away with another scalp and that suits them just fine.

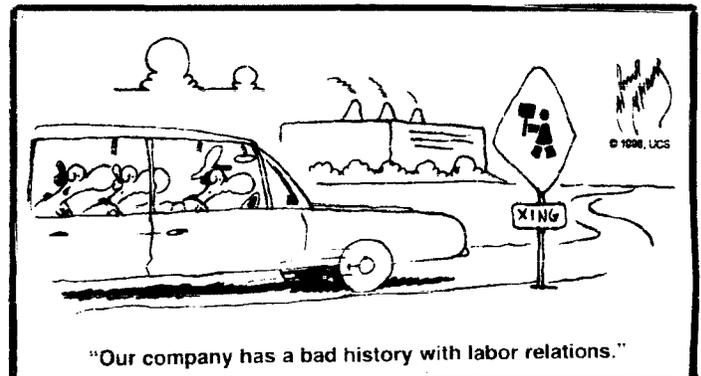
OLD WINE IN NEW BOTTLE

By Terry Dobbelaere
President Mankato MN Area Local, APWU

I will give William Henderson his due. He lays his cards face up on the table, unlike his predecessor Marvin Runyon.

I too was beginning to get caught up in the "warm & fuzzy" feeling of what a nice guy he seemed to be and how good he and his compatriot Jack Potter, appeared to work with Labor. Predictions of a negotiated Contract at the National Level were flourishing and all seemed well in the Postal World. That changed dramatically a couple of weeks ago during a speech Mr. Henderson delivered to the largest group of mailers we have. During his speech, Henderson stated that he advocated the Postal Service giving up its' exclusive right to First Class mail, then went on to align his views very closely with our biggest competitors, UPS, and FED EX and, in general, left no doubt in this writers' mind that we are fast forwarding to an attempt to privatize the USPS. So....where does that leave us? We may very well have a decent contract offered, for those that have jobs!!!

If the USPS has it's way, the era of the full time career employee will fade away and those that remain will erode away in lieu of part-time, non-skilled employees.



"Our company has a bad history with labor relations."

POSTAL MANAGEMENT FIGHTS UNION WITH FRAUDULENT DISCIPLINE

Across America, management still disciplines postal unionists and worker advocates for apparently trivial and/or unfounded charges:

In Southwest Florida, APWU and Mailhandler representatives have received up to 14 day suspensions. Charges include having union LWOP turned into AWOL or unscheduled absence, and informing members of their right to file grievances. In Texas, an APWU Local President got 14 days, charged with violating the violence policy while defending a members workers comp case.

In Reading, PA the Letter Carrier President and Grievance chair were both fired. The charge: alleged instances of overcounting mail a little on one day. Near Ontario, CA Dennis Binder, Letter Carriers local president was fired after he took 12 minutes on his lunch to take a fellow carrier for emergency treatment. A bee stung the carrier, whose neck swelled the size of a baseball. He said he was about to pass out. Management took 30 minutes deciding what to do when Binder acted.

Meanwhile, in California OWCP Claims Examiner Joseph Perez wrote memos to Labor Dept. officials, charging OWCP was unjustly denying and/or delaying workers comp claims. He testified at a Congressional hearing in Long Beach, CA on July 6 on the same issues. He now faces a proposed 30 day suspension for alleged disclosure of confidential information.

AN EXAMPLE OF THE PROBLEMS WE FACE

An Alabama Postmaster fired a Rural Carrier because he obeyed a court summons to appear in court at a certain time. The Postmaster refused to allow the Carrier the time off from work and demanded the court date be rescheduled. The PM was notified by the court **in advance** that rescheduling could not be accomplished. When the Carrier left work to appear as ordered, he was fired. The PM is now faced with a Contempt Of Court charge by the Circuit Court Judge for firing the Carrier. The PM must appear in court to defend her actions.

A spokesman for the USPS admitted the PM "is not facing any internal discipline even though her actions were in error." AMAZING!!! A Judge may actually fine and/or imprison a Postmaster for firing an employee legally ordered to be at a certain place at a certain time and the USPS admits the PM's actions were wrong. YET no discipline will be forthcoming for the PM! The USPS employee is subjected to enormous stress, uncertainty, psychological pressure and pain, and loss of pay because of a PM's arrogance and the employer does not care!! This gives you an idea of why there is a cost of \$300 Million to our employer for grievance activity!

Perez' supporters ask people to contact U.S. Sec. of Labor, Alexis Herman, 200 Constitution Ave NW Washington, DC 20210, and Congressional Chair Rep. Horn, B-373 Rayburn Office Bldg., 20515.

Meanwhile, in Fayetteville, AR the postmaster was at least temporarily relieved of her duties. All four major postal union local presidents wrote a letter to regional management in Dallas, TX, forwarded to a dozen elected officials. The letter charged that management disciplined 13 employees up to removal for small errors in their job applications. Two-thirds of the discipline had already been reversed by grievances. The letter further charged her with creating an "atmosphere of distrust and oppression" and poor customer relations.

(Unions usually win cases like those above, with back pay.) (Sources: *101 Facts*, Scranton, PA; *Eagle's Eye*, Fort Myers, FL; *Coastal Breeze*, Broward, CO., FL; & *NW Arkansas Times*, via Internet)

POSTAL SHORTS

HUGGIE:

The main target of harassment in Youngstown, OH is MVS driver Ray Stanar, who is also the APWU Local President. Management wants to keep him off the work room floor, so they have instructed him to walk around the perimeter of the building. For example, the transportation office is on the opposite end of the building from the dock. If Stanar is walking from one place to the other, he cannot take the most direct route through the building. His instructions are to "hug" the walls. So now coworkers have nicknamed him "Huggie". Tony Rosace comments: "It is a shame that grown men and women lose any common sense when they go into management. Some, as you can see, fail to grow up and continue in their childish ways...."

BOMB SCARE:

A suspicious package was left on the counter at the Weathers Post Office in St. Louis, MO. Although it turned out to be harmless, the manager thought it might be a bomb and notified the Postal Inspectors. Before the inspectors arrived, she ordered the package moved to the back of the building (a really stupid idea) where fewer people were around. She ordered everyone to keep working - nobody was going to evacuate the building. Well, almost nobody. The supervisor left the building and got out of harm's way....

Articles and address changes may be sent to:
Fargo Area Local APWU
P.O. Box 1874
Fargo, ND 58107-1874

PRESIDENT'S REPORT

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a specific date. I fully expect the USPS to implement mandatory phone bidding, regardless if it is in violation of our National contract. Please request Stewart time if you have problems in this area. This is an ongoing problem that I hope to have resolved soon.

WELCOME NEW MEMBERS!

Andy Sherwin	Tour I
Jennifer Dauner	Tour I
Donna Aberle	Tour III
Loretta Sauvangeau	Tour I
Carol Hofer	Tour I
Denise Eslinger-Bauer	Tour I
John Schnabel	Maint.
Kayla Copeland	Tour III
Les Muchow	Tour II
Anna Sharp	Tour III
Pal Hedlund	Tour III

AUNTIE UNION SAYS:



GEORGE RICHARDSON

AUSTIN POSTAL WORKER

FARGO AREA LOCAL
 P.O. Box 1874
 Fargo, ND 58107

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Vice President.....	Cheryl Schaeffe
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Tour II.....	Vacant
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