



NORTH DAKOTA

The Fargo Tour Guide

Volume 26, No. 1

Fargo, ND

February 2007

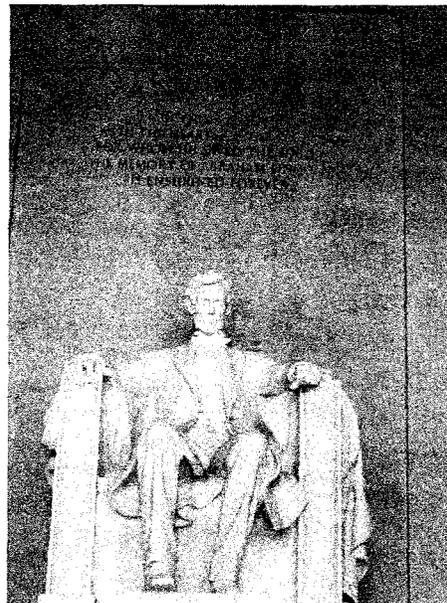


Photo by Pam Stephenson

Lincoln Memorial, Washington, D.C.

PRESIDENTS' DAY FEBRUARY 19, 2007

Fargo Area Local APWU

Serving members in Fargo, West Fargo and Wahpeton

Editor Pam Stephenson

Officers:

President	Mike Wavra
Vice President	Sue Carnahan
Financial Secretary	Connie Payne
Recording Secretary	Terry Hovde
Trustee	Dave Stark
Trustee	Dave Hassebrock
Trustee	Diane Fitterer

Stewards:

Chief Steward	Mike Wavra
Tour I	Diane Fitterer
Tour II	Mike Wavra
Prairiewood	Diane Fitterer
Tour III	Dave Hassebrock
Tour III	Michelle Enright
Maintenance	Steve Sorenson
CFS	Sue Carnahan
Wahpeton	Mary Gillespie
West Fargo	Mary Gillespie

Committees:

Safety & Health	Mary Gillespie and Diane Fitterer
Housekeeping	Jeff Knutson
Social & Rec.	Vicki Nordman & Karen Palloch
RI-399 LDRC	Jeff Knutson
Automation	Pam Hansen, Steve Zaske, Roger Eli & Ginger Hutchison

The “Fargo Tour Guide” is published four to six times a year by the Fargo Area Local APWU. The view and opinions expressed are not necessarily those of the Editor, local officers or the American Postal Workers Union. Mistakes are intentional for the express purpose of finding out if anyone is reading this paper and to keep those happy who are not happy unless they can find something wrong with everything.

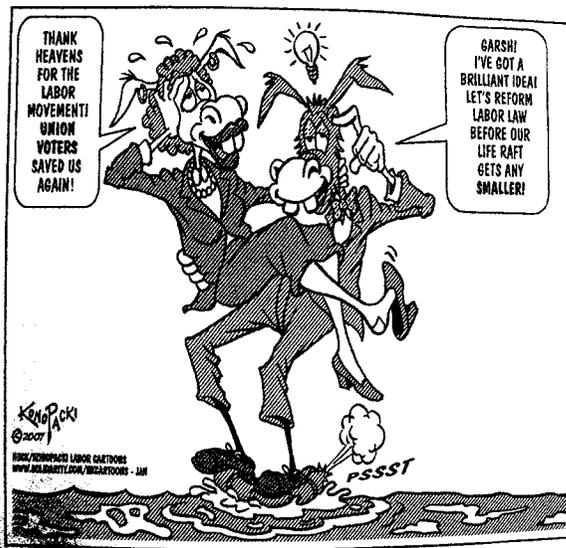
Letters to the editor may be sent to:

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 P.O. Box 1874
 Fargo, ND 58107-1874
 Union Office: (701) 241-6163
 apwunews@gomoorhead.com

Upcoming Union Meetings

Monday, February 26 7:00 pm
Saturday, March 24 9:00 am
Monday, April 23 7:00 pm

All meetings are normally held at the F-M Labor Hall, 3002 1st Ave N, Fargo, but may be moved to Wahpeton, West Fargo or other locations if decided by the membership. Meetings usually don’t run over two hours in length, and are required to conduct the business of the local. If you have any financial interest as to how your dues are spent, or how decisions are made at work, you must attend these general membership meetings.



Editorial Policy:

The “Fargo Tour Guide” encourages letters to the editor from the membership. We ask, however, that they be legible. The writer’s name, address and telephone number for verification must be included, and must be signed. Names will be withheld upon request. The editor reserves the right to edit letters and articles for length, style, grammar and spelling. Opinions expressed in this newsletter are not necessarily those of the editor, union officers, or most important the membership of the American Postal Workers Union.

A note from your President

By Mike Wavra

Greetings!

We have a new Editor for the Fargo Tour Guide. Thank you and congratulations to Pam Stephenson for volunteering for the position. And many thanks to Sheila Cogdill for the wonderful job she did as Editor these past few years. Though you may not hear it often enough, Sheila, your efforts are appreciated.

Effective April 1st, we will have some new officers for the Fargo Area Local. Thank you and congratulations to Diane Fitterer, who volunteered for President, and Mary Gillespie, who volunteered for CLC delegate. Both were elected by a white ballot at the Jan. 27th membership meeting. The other offices are being contested, with Michelle Enright and Mary Gillespie running for Vice President, and Heather Cornell, Pam Palmer, and Dave Stark running for Trustee. The election committee will be mailing out ballots to the membership, and those ballots returned will be counted prior to the Feb. 26th membership meeting to announce the winners.

Our union office has moved into the former MODS/Postage Due room in the northwest corner of the building. It gives us a little more room than our former office.

Our Spring training seminar in Williston for officers and stewards has been moved up to March 30-31. Much of the training

will focus on the new National Agreement. Some of the highlights of the new contract are as follows:

Wage Increases:

Nov. 2006 - 1.3%

Feb. 16, 2008 - Upgrade for all employees (2.6%)

(The Postal Service provided verbal confirmation on Dec. 20 that employees in a saved-grade status would be upgraded. We are awaiting written confirmation.)

Nov. 21, 2009 - 1.2%

We will continue to receive all Cost of Living Adjustments (COLAs) twice each year

Projected salary increase including COLAs for the life of the contract - 9.9%

Health Benefits:

USPS will pay 95% of the APWU Consumer Driven Health Plan.

Health care costs for all other plans will be increased by 1% each year starting in 2008 for four years.

USPS will pay:

2008 - 84%

2009 - 83%

2010 - 82%

2011 - 81%

200 Man Year Offices (Fargo):

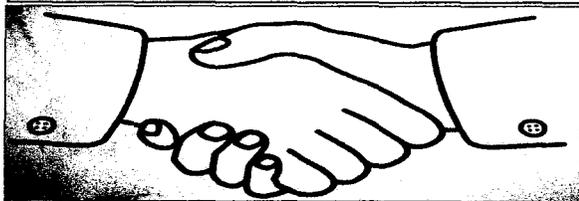
All Part Time Flexible employees in 200 man year offices will be converted for Full Time Regular. These conversions will be made by Dec. 1, 2007. These offices will no longer be staffed by PTF employees. The new contract also allows for 200 man year offices to have casuals who can be worked 360 days per year, with restrictions on hours and percentages allowed to be worked (6% nationwide, 6%

in half dead spreading germs to those with lower resistance who would need to stay home to get well again and I did not feel anyone should be rewarded for making others sick and then there are also some who end up with a serious condition that cannot be prevented. A mailing with the whole program was recently mailed out to all employees with an overview of the whole program and job talks should be coming out from time to time with more details. If you were by chance one who received an empty white envelope from Sioux Falls it should have contained a brochure from the Recognition Committee. Please let me know and I'll have a new brochure sent to you.

One last observation for now ... with all of the remodeling in the building has anyone noticed the temporary paper signs that are taped to the doors on the second floor identifying the offices?
"USPO"I thought we were the USPS, what happened to the SERVICE????

WELCOME NEW MEMBERS!!

**Todd Freden in CFS
Brenda Bladow in Wahpeton**



A few words from the future President...

By Diane Fitterer

For those of you that may not have heard, I, Diane Fitterer, will be your new local president on the 1st of April. I look forward to the challenge and am honored

for the chance to represent the Fargo Local.

I am going to start right away by asking for everyone's help. Remember this is your Union and your involvement will keep it strong. Right now there are many questions on the floor concerning the new national contract. Next will probably come local contract negotiations. I have received many good ideas and various perspectives on issues when I talk to you on the floor. I would like to hear more and hear from more of you.

If there would be some interest, I think it could be helpful to hold some open discussion meetings. I want to hold them in March at various times so that most members could have a chance to attend. This will give us time to talk about national and local contracts as well as issues like FMLA, overtime, Workers Compensation, medical documentation, and other things of concern. You won't get volunteered for anything. Just come with an open mind to give and get different points of view. Thank you in advance for your support and to help make this Union strong.

Safety

By Mary Gillespie

What does this really mean? If you look it up in Webster's New Collegiate Dictionary you will find the number one definition as "the condition of being safe from undergoing or causing hurt, injury or loss." I am always amazed when management tells you that your safety is important to them. This is not true for all of upper management but I would have to say that it is for most of them and we all

know who they are. We have a Safety and Health Committee which is supposed to be a way to work with management on safety issues. They just don't get the concept of safety. The one issue that I will touch on is where do we go if there is a fire in the building and the weather is either raining or freezing? Their plan is for all of us to go to the back of the building so a head count can be done. If you are out there for any length of time with no coat and the temps are below freezing how long before you start to have any health issues like frost bite?

In the last meeting, this topic was brought up since we have had two separate occasions that this has happened. Lucky for Tour III that they had something going on at St Marks so anybody that wanted to go there could, but Tour I was not so lucky. We used to have a key for the Salvation Army but who knows where it went. Then management said that someone from the Salvation Army could be there in 5 minutes or less but 911 has to be called and if there is a fire that does not happen. Then other Post Offices like Bismarck or Grand Forks or Sioux Falls are brought up and how they don't have anywhere to go. I guess for me the bottom line is that we need to deal with Fargo and how we do things and let the other Post Offices fight their own fight. It is not that I don't care about them but we need to start here before anything can be done out there.

If you have any concerns or need more information feel free to ask myself or Diane F or Brian. Also if you have any ideas on what you would like to be seen done or addressed we would like the input. Also if there are any unsafe conditions please fill out the safety form at the

supervisor's desk and hand it to management so they will have to respond to the issue.



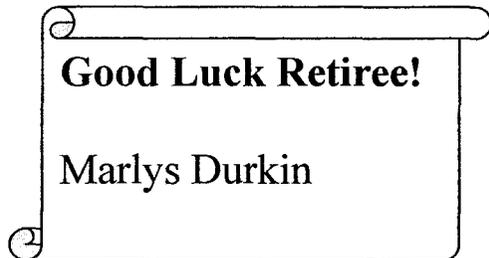
Tour 1 Steward Report

By Diane Fitterer

Unfortunately we still have many of the same old problems. It seems like everyday we have to teach management how to do their job. Management wants our help and input only when it is to their benefit.

Like holiday scheduling, stewards should review to make sure volunteer and forced employees are used in pecking order. Then after the Tour has agreed, some other manager comes along after to change it, force more people, and not get the Union's review on it. When it comes to the overtime list, it's not any better. I keep waiting for them to figure it out. It's not rocket science but yet there are violations weekly. They complain it is so hard to get make up overtime done and they try to make the employee feel guilty for having make up. Here is an easy fix, stop making mistakes.

I know these issues aren't new. I just want you to know I am aware that these violations are happening and I'm doing my best to catch and correct them. I am at Trollwood 2 days a week. So, if you have a question, problem or idea that is not just a quick fix, **write me a note or ask for steward time.**



Participation Requested

By Pam Stephenson

As you have already read, Sheila Cogdill has resigned as Editor of this paper and I have volunteered to take the reigns, so to speak. I have been with the Post Office for 10 years now and over the years the APWU has given me a lot, so I have decided it is past time to give back.

Thank you to Sheila for helping me to learn the ropes and thank you Mike for providing me with this opportunity. I am hoping for input from all members on how you would like to see this newsletter changed. After all, this is your paper. I have been looking at other local's publications and some items they include are "Letters to the President", Meeting minutes, Member's views segment, Understanding our Contract, recipes, etc....

Please share with me your opinions for consideration. My email address is apwunews@gomoorhead.com. I also have

a mail slot in the Union office and, of course, you can always catch me during work. For those of you who do not know, I am the QI Data Collection Tech and my hours are 1:30-10 pm M-F. Alternatively, there is a union address and phone number listed on the inside cover of this newsletter. Looking forward to hearing from you all!

In other news....

Reminder to Fargo APWU Clerks-2007 Prime Time Annual Leave (for April 1, 2007 thru March 31, 2008):

Round 1: Due 2/15/07

Round 2: Due 2/28/07

Round 3: Due 3/15/07

See posters for details.

In case you have not heard, this year the North Dakota APWU will be conducting a drawing for two \$100 gift certificates for the North Dakota shopping mall of the winner's choice as part of the NDAPWU's COPA drive. Tickets are \$5 per ticket. The drawing will be held on March 31st, 2007. See a steward to purchase your tickets.

The Postal Service has provided the APWU with a list of facilities that qualify as "200 man-year" offices. Within the Dakotas, these offices include Fargo, Grand Forks, Bismarck, and Minot.

According to the Feb 2, 2007 APWU News Bulletin, the new pay rates established in the 2006-2010 Collective Bargaining Agreement will be implemented on March 3, 2007 and will appear in paychecks dated March 23. Back pay checks (from Nov. 25, 2006) will be disbursed at a later date.

Postal Bowling Tournament

9 Pin - No Tap

Open to Postal Employees
and Family Members

- Sunday, February 18, 2007
- Two shifts: 11:30 a.m. or 2:00 p.m.
- Entry Fee: \$16 for best 3 of 4 games
Optional \$1 for high game

Tournament Info:

- 9 pins = a strike (X)
- 90% handicap tournament
- last years average or current average if 10 pins higher as of 12/31/06
- if you have no established average: Men - 150 Women - 135
- All averages subject to descretion of tournament manager
- "Red" head pin actual strike will get you a free beverage



Sunset Lanes of Moorhead

Hwy 75 just north of Hwy 10
Moorhead, MN

**SIGNUP SHEET @ SUPERVISORS DESK
MAIN POST OFFICE FARGO OR CALL:**

701-241-6181

Please specify early or late shift

Advance signup would be appreciated

Please arrive 30 minutes early for lane assignments

For further information contact Burdean Berseth (tour 1) or Tim Haaland (tour 3)

FARGO TOUR GUIDE
APWU AREA LOCAL APWU
P.O. BOX 1874
FARGO, ND 58107-1874

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