



NORTH DAKOTA

The Fargo Tour Guide

Volume 26, No. 3

Fargo, ND

October 2007



1st Place Winners of The 2007 APWU Fall Classic Golf Tournament: (pictured from left to right) Dick Thomas, Terry Hovde, Dennis Pfau, Dennis Krier. Photo courtesy of Audrey Farol.



Fargo Area Local APWU

Serving members in Fargo, West Fargo and Wahpeton

Editor Pam Stephenson

Officers:

President	Diane Fitterer
Vice President	Mary Gillespie
Financial Secretary	Connie Payne
Recording Secretary	Terry Hovde
Trustee	Dave Stark
Trustee	Dave Hassebrock
Trustee	Pam Palmer

Stewards:

Chief Steward	Diane Fitterer
Tour I	Diane Fitterer
Tour II	Kelli Muchow
Alt Tour II	Terry Hovde
Alt Tour II	James Rundlett-Doom
Prairiewood	vacant
Alt Prairiewood	Karen Palloch
Tour III	Michelle Enright
Tour III	Mary Gillespie
Alt Tour III	Heather Cornell
Maintenance	Steve Sorenson
CFS	Sue Carnahan
Wahpeton	Mary Gillespie
West Fargo	Mary Gillespie

Committees:

Safety & Health	Mary Gillespie & Diane Fitterer
Housekeeping	Jeff Knutson
Social & Rec.	Vicki Nordman & Karen Palloch
RI-399 LDRC	Jeff Knutson & Diane Fitterer
Automation	Steve Zaske, Roger Eli, Donna Krier, Patty Carriere
Parking	Mike Wavra

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:

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

Upcoming Union Meetings

**Saturday, November 24th
 & Saturday, January 26th
 At 9:00 am**

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.



**Contact your
 Union President
 at
 dianefargoapwu
 @msn.com**



From the Pres.

By Diane Fitterer

I would like to report that relations with management are great but it is more of the same old thing. Management makes decisions and choices and does so stating Article 3 and I'm management so I can. They always say they want employee input, but their actions show they really don't. Changes to programs, floor plans and machines are made without getting input from the employees that work it every day. The only spot of hope has been Automation Committee meetings where the employee requests to improve or change something on Auto/AFSM have actually been implemented.

I am still keeping busy grieving casual and OT issues. Speaking of casuals, or lack of, until we have the 11% cap on staff, management says they cannot even request new hires, but the number wanted is 4-7 FTR and PTR. Also, getting management to do grievance payouts timely and dealing with OWCP, FMLA and EEO issues is time consuming.

There continue to be fairly new stewards and training is ongoing. Don't guess that the stewards know of all the violations. Please request steward time so they can take notes and get the full story and facts. The sooner you do this gives them more time to research and get help if needed. If you feel they are not doing their job, contact me. If you would like to try the job of being a steward, I will submit your name to the Executive Board for appointment consideration. We try to offer training opportunities but most is on the job, grievance by grievance.

The recent training seminars I've been to have been informative. I always learn

new things and appreciate the time I get to go to classes. I am proud to serve and represent the Fargo Area Local.

APWU Health Plan

By Diane Fitterer, Representative

What an amazing thing, health insurance for as low as \$4 to \$10 per week. Starting this year with the new contract, you owe it to yourself and your family to really look at the APWU Health Plans. The benefits in both plans are very good, so go ahead and compare. If you believe that the APWU tries to bring you the best overall benefits it can, know it also does this with the health plans.

Having an APWU health insurance plan is one more way you can show support of the Union you belong to. The APWUHP has long been one of the highest rated plans in the federal program. Once tried, 96% of plan members re-enroll. They have found a great plan that meets their health insurance needs. Health care is expensive. Do your homework and get the best benefits for the best price.



Fore!

By Dave Stark

Once again, due to the generosity of the APWU, twenty-six union members enjoyed a round of golf at the Moorhead Country Club on what turned out to be a beautiful day at the APWU Fall Classic Golf Tournament for 2007.

My partner, Jeff Knutson and I had the great honor of golfing with the "Laurel and Hardy" half of last year's winners, John Durham and Roger Eli. It's difficult to get very serious about the game with those two, but that just makes the day more fun. Neither they, nor we, were the trophy winners, but there is always next year.

This year, Dennis Pfau, Terry Hovde, Dennis Krier, and Dick Thomas will have their names engraved on the trophy. Audrey Farol, Mike Glaesman, Tony Cusher, and Maury Goden were back only one stroke as were Trevor Lehfelddt, Gary Lamb, Dennis Gustafson, and Jim Reynolds. There were also winners of other events such as closest to the pin and longest putt that are listed elsewhere in this newsletter, so read it all.

Everyone has a partner and their score is combined with the score of another pair who have been chosen randomly by the golf course pro. The luck of the draw makes it possible for almost any pair to become the champs, so next year, usually the Monday after Labor Day, sign up, bring your clubs and have a great time at a Union event.

I would like to take this to opportunity to thank the Union for contributing about half of the expense and also Jeff Knutson for once again making the event happen without a hitch.

I look forward to seeing a bunch of you at the 2008 APWU Fall Classic Golf Tournament.



TSP RETURNS

AS OF OCT 1, 2007

	G	F	C	S	I
Sept 2007	0.41%	0.78%	3.76%	2.97%	5.36%
12 Month	4.93%	5.27%	16.53%	18.79%	24.96%
L	L				
	INCOME	2010	2020	2030	2040
Sept 2007	1.13%	1.78%	2.68%	3.09%	3.45%
12 Month	7.71%	10.82%	14.02%	15.63%	17.14%

Rates are based on past performance. Rates reflect net earnings after accrued TSP administrative, trading costs, and investment fees.

Retirement

By Connie Payne

I had the fortunate opportunity to be able to attend a retirement seminar in Minneapolis last month. A 'train the trainer' seminar. Meaning I am to pass on what I learned to others.

I would like to do this. I hope to be able to give seminars in the future to anyone who would like to attend. In the mean time feel free to ask me questions.

One thing I must point out. I am not qualified to tell you what to do. You should hire a financial advisor for that. You may hear from me 'I don't know', but maybe I can help you find the answers.

During the class many things were discussed: military time, Medicare, life insurance, and thrift savings plan. If you are retiring under FERS and are not contributing into TSP "you will be eating peanut butter when you retire".

There are four beneficiary forms you should have filled out:

Form SF 2823 for Life Insurance.

Form SF 2808 for CSRS Retirement.

Form SF 3102 for FERS Retirement.

Form SF 1152 for your last pay check.

and, TSP-3 for your TSP Retirement.

If for any reason you doubt you have done this do it again. These forms can be obtained through www.opm.gov and sent to the personnel office with the exception of the TSP-3 form which should be sent to the TSP address on the form.

The postal service has a place called the SHARED SERVICES CENTER. Their phone number is 877-477-3273. You can call and ask them a question anytime. About three months before you plan on retiring, schedule an appointment with a retirement counselor. They will review

your Official Personnel File and go over your plans with you. The forms they send you should all be completed and signed.

17,000 people have retired in the first six months of this year. That keeps Shared Services busy. You are able to get a retirement estimate on-line three years before you plan on retiring.

It is a good idea to review your Official Personnel File. Some papers of yours, such as: "military time" may not be in there. When you retire, Shared Services sends your file to the Office of Personnel Management (OPM). If all the papers are not in there you may have trouble getting your full annuity. The OPM has files stored underground. The walls and ceiling are rock. The people get around on roller skates. They are currently working on modernizing this system. Projected date to be finished is February 2008.

There is a retirement seminar you can view on <https://liteblue.usps.gov>. Don't watch the segments that don't pertain to you.

It is never too early to start planning for retirement and how you are going to finance it.



Know your rights when it comes to discipline

By Mary Gillespie

You do have rights when it comes to discipline. If you are asked to go in the back room with a supervisor I would always ask why. If they say that it is just an official job discussion you do not have the right to have a steward but you still can ask. When you are given one of these talks that they love to do, just sit and listen and don't try to defend yourself at this point to any degree because management tends to take what you say and twist it around. If you feel that this is turning into more than just an official discussion I would then, at that point, ask to have a steward present or end the talk. The more you talk the bigger the hole may become, even if you are not guilty of anything.

If you are given a letter of warning always ask for a steward and never sign anything that they ask you to sign. They will tell you that you need to sign but management does not have the right to make you sign anything.

The biggest mistake that most employees make is that they start talking and don't know when to stop. Management will take everything you say, that they can, and turn it against you to help their case. Also management will try to get you to talk by trying to push your buttons.

If you are ever, and I mean ever, taken to the back and there is a Postal Inspector, you should always ask to have a steward present if they want to question you. Even if they say that this not about you but they just need some information, never trust

them since they may take what you say and turn it into something that it is not. The Inspection service is not to be taken lightly when they are around and when they want to talk to you.

The bottom line is to keep quiet until you figure out what they really want and it never hurts to ask to have a steward present. Even if it is an official discussion, I would ask. Even though you do not have the right to have one there, some supervisors may still let you have one there even though they cannot talk but are just there to observe. This is different from a Day in Court where stewards do participate.

From CFS

By Sue Carnahan

There's been lots of changes in the basement over the last year. A wall has been taken out to make room for the CIOSS that has taken away all of the machinable letter mail that used to be keyed by CFS clerks. All of our mechanized terminals are gone but we did gain another flat forwarding terminal. The remodeling is near completion but no fresh coat of paint. We did enjoy a waterfall one afternoon when a hole was drilled through our ceiling. We have been left with forwarding flats, parcels and reject mail that comes from the CIOSS. It's embarrassing to even forward some of that mail; it's crumpled and ripped and chunks missing. With all of the testing that was supposedly done on this equipment before it was implemented, it's amazing that a third class piece of mail, UBBM, can come off of that machine with a label indicating it's first class.

We were to know what our staffing complement would be by the first of

October but as of this writing there has been no official word. I do believe there are areas outside of Fargo that must be concerned for our well being because we have received APCs with empty beer cans, empty chip bags, chewed pieces of gum and even a fried chicken leg in a zip lock bag. Thanks but we'll do fine without those types of handouts.

I could go on with more negatives on this whole forwarding system but won't and would like to close with a positive....I am glad that I don't plan on moving in the near future.

Newsflash update: We were just told this morning that our staffing will stay as is and be reviewed again in six months.



"I laid off nine secretaries to save money, and for some reason, the other one quit."

APWU PICNIC

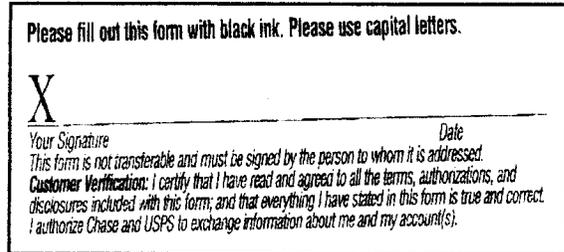
Due to scheduling conflicts, there will not be a union picnic this year. If interested in being on a committee for next year, please contact the union. Sorry for any inconvenience.

Beware

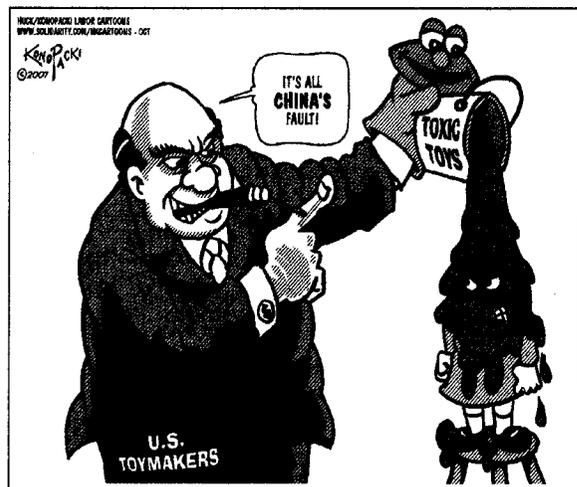
Reprint from The Eagle's Eye
By Lynne Cram, Editor

Do you get those credit card offers in the mail? I know I get at least 2 a month from Chase, offering a 0% card with the good ole USPS logo on it. I almost signed up for it until I read the fine print.

Believe it or not, just under where you sign, is the statement "I authorize Chase and the USPS to exchange information about me and my accounts." See below.



Think about what this means. Why would you authorize the bank to tell the USPS how you're using your credit card? I'd hate to see anyone disciplined because they used that credit card to buy a plane ticket around the same time they happen to call in sick. If you have one of these cards, I think you don't need to be told what to do with it.



Phase II

By Pam Stephenson

Fargo has recently begun the Phase II migration into the Human Capital Enterprise System (HCES). How this affects us:

As you may have noticed, the look of the job postings has now changed. This is because the creation of these postings is no longer performed by our Local Services (formerly named Human Resources) office. The postings are now prepared at the Shared Services Center (in Greensboro NC) and emailed to Fargo. Floor Management now is responsible for the timely posting of these.

Job posting cycles are also changing, going to what is referred to as a 28 day bid cycle. Why? Because the way filling a vacancy using this new automated HCES system is supposed to work is something like this: Shared Services notifies Fargo P&DC Management of our vacancies. Then Fargo P&DC Management sends the Vacancy Report back to Shared Services with the information for the posting. Shared Services prepares a draft version of the posting and gets it back to Fargo. Fargo P&DC then makes changes to the posting (or accepts it as is) and sends it to Local Services. Local Services then sends district acceptance or changes to Shared Services. Shared Services then makes any changes to the posting and emails it back to Fargo. Then Fargo puts up the posting. Sound like the game of tag to you, too? We're not done yet. Once the posting comes down, Shared Services sends a pre-award notice to Fargo. Then, if a job requiring qualification is involved, PEDC determines qualification and this information is routed back to Shared

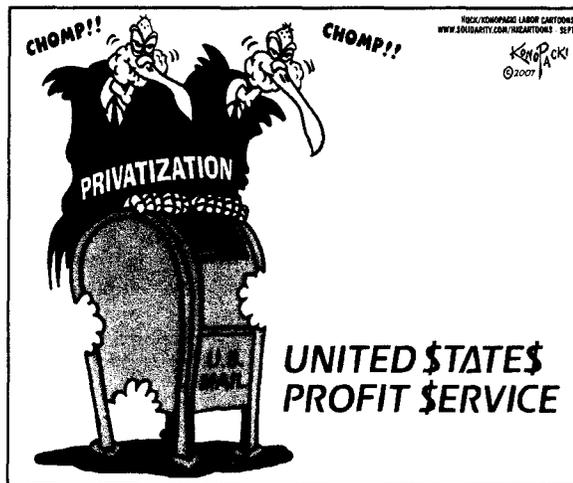
Services. Shared Services sends the Final Award notice to Fargo. Then Fargo puts up this Award posting.

Another change is that automated bidding sites (Fargo, Bismarck, Sioux Falls, and Rapid City) have job bidding available to employees over the internet. You now have the option of viewing your applicable job posting and bidding on jobs by using the USPS liteblue website. This means that you can now bid from the comfort of your home computer by logging on to <https://liteblue.usps.gov>. You will need your 8 digit employee ID number and your USPS pin number to log into liteblue.

Once you are logged into liteblue, the following is where you currently can find job bidding: remain on the Home folder, and scroll down to the Employee Self Service section located in the right hand column, click on "go to eJobBidding (craft)". A warning message will pop up and you agree by clicking the ok button. You will then arrive at the Job Bidding Home Page. Your options will be listed on the left hand side of the screen as well as along the bottom of the screen. These options are: Exit, Enter Job Bids, Withdraw Job Bids, Employee Bid List, and Job Slot Information. To view the posting and/or bid on a job, choose Enter Job Bids then choose the posting number. To view detailed information on a particular job slot listed on the posting, choose Job Slot information and enter in the job slot number. To view the bids you have entered from the current posting (called job bids outstanding) or to check your bid count, choose the Employee Bid List option. Note: You can only view the posting that is currently open for bid.

In the near future, all paper OPF's (official personnel files) which are currently located in the Local Services

office will disappear. The USPS has contracted out the scanning of all documents contained in our current OPF's and will convert these into electronic personnel files, called eOPF's. Once these eOPF's are created, you will be able to view the contents of your eOPF 24 hrs a day. Last I heard there was no set schedule for this but it will likely occur sometime in 2008.



Downsizing Dilemmas

Reprinted from The 480-481 Communicator
By Dave Thompson, PTF Clerk

The Clerk Supervisor walked into the Postmaster's office. "Have a seat," said the Postmaster. "Is the transition going smoothly?"

"Oh, yes!" said the Clerk Supervisor excitedly. "We've reverted all but one window bid and replaced them with Automatic Postal Centers. The last window clerk now does the box mail early in the morning and services the APCs and vending machines later. In between customers, of course."

"So, the store is down to one clerk.

Good, good!" said the Postmaster. "What about the distribution clerks? I can't believe we were able to excess and revert so many bids. How did you get it by the Union?"

"Well, the Union is so overworked and spread so thin, they couldn't keep up, especially with all the offices excessing at the same time. Besides, the Union is only what its membership makes of it, and they didn't try to stop us until it was too late," explained the Clerk Supervisor.

"But are we getting the mail sorted with just PTFs and casuals?" asked the Postmaster.

"Only the third class gets left behind. I just have the casuals work it while I send the PTFs to other offices to make up the hours we're cutting," said the Clerk Supervisor. "By mid-morning, there are hardly any clerks left here!"

"Which brings me to the next subject," said the Postmaster. "The Post Office is eliminating your position, since we have so few clerks..."

"WHAT!" Cried the Clerk Supervisor. "Are you CRAZY? You can't run the clerks without a Supervisor!"

"Well, the clerks already work the first three hours in the morning without you. The Carrier Supervisors can handle a few clerks until midmorning," stated the Postmaster calmly.

"But..but...the work schedule, the stamp inventory, the store! Who is going to oversee the store?!" stammered the Clerk Supervisor. "I can't believe this! All that excessing I did for you. Oh, wait a minute," Comprehension dawned on the Clerk Supervisor. "I excessed myself out of a job! Wait! I know! I'll just transfer to another office."

"I'm afraid not," said the Postmaster. "Every Post Office everywhere is doing the same thing right at this moment. There

is simply no need for clerk supervisors with so few clerks left." The Postmaster glanced past the Clerk Supervisor to the two Postal Inspectors that appeared. "Ah, yes, gentlemen. This one right here!" As the Clerk Supervisor rose out of the chair, the Postal Inspectors took up positions on both sides.

"So that's it? After all these years, my job is excessed?" said the Clerk Supervisor angrily.

"Oh, no! excessing is for hourly employees with union benefits. You are salary. You have no such protection," said the Postmaster.

"WHAT! *I'm..I'm.. FIRED?!*" cried the Clerk Supervisor. "Don't I get some kind of compensation?"

"Oh, yes!" the Postmaster turned and picked up a box from behind the desk. "District sent me two of these. They told me to give one to you, so you can clean out your desk. You have a half hour." The Postal Inspectors walked the tearful Clerk Supervisor out of the Postmaster's office, box in hand.

The Postmaster sat back in the chair, turned on the computer, and began reading the email. "I wonder what the second box was for," the Postmaster thought. About an hour into the email, the Postmaster read a shocking memo from District.

"All Postmasters who no longer have clerk supervisors are relieved of duty. Since the Post Office has only carrier supervisors, the position of Postmaster is redundant. Carrier supervisors can run the Associate Offices directly."

The Postmaster sat back in shock. That can't be right! The Postmaster stood up and turned to find the Postal Inspectors standing there. One of them was holding the other empty box.



Did You Know?

According to statistics, those individuals who retire and are still paying on a house will need approximately 80% of the gross income they were making just before retirement. Those having no debt in retirement such as no house or credit card payments will need approximately 60% of the gross income they were making just before retiring.

Did You Know?

Civil Service Retirement System (CSRS) employees should retire on the first, second or third day of the month. Retiring on the fourth or later will result in losing an entire month's annuity.

Did You Know?

Federal Employee Retirement (FERS) employees should retire on the 29th, 30th or 31st of the month. Retiring on the first of the month will result in losing an entire month's annuity.

-source Postal Press Newsletter

5 Top Reasons To Fill Out The VOE Survey! 

#5
#4
#3
#2
#1

NONE!!

5 Top Reasons NOT To Fill Out The VOE Survey! 

#5 Management has used the results of this survey against us at contract negotiations as a leverage tool against pay raises.

#4 The APWU has not seen any tangible evidence that these surveys have improved the working conditions at the USPS.

#3 It is said that management gets credit towards their bonuses by the amount of surveys filled out and turned in.

#2 The only bonus employees receive is the elaborate hot dog spread at the employee appreciation day, if it doesn't fall on your off-day.

#1 Because the APWU IS the voice of the employee!!

-reprinted from The Hi-Lites, Milwaukee WI



UCS

Congratulations

Congratulations to the following winners in the APWU VOE Survey Drawing:

July-Diane Fitterer

August-Denise Enervold

September-Pat Jeanotte

October-Dana Klassen

Here's how it works: Don't fill out your VOE survey. Instead, turn it in to your Union Steward or drop it off at the Union office. A drawing will be held at the monthly meetings. Once turned in, VOE surveys remain in the drawing for a period of six months, so be sure to turn yours in each year! The winner receives a FARGO APWU T-SHIRT PLUS \$10.00. Drawing is for APWU members only.

2008 Open Season

Reminder: The FEHB open season is just around the corner. The FEHB open season runs from November 12, 2007 through December 10, 2007. The FEDVIP open season will also run during this time period. Additional information on FEHB and FEDVIP is available at www.opm.gov.

Burrus Re-elected

William Burrus was re-elected to his third term as president, receiving more than 77 percent of the votes cast and capturing a majority in every state.

A Word of Thanks

Reprint from Burrus Update #16-2007, Oct. 19, 2007

Thank you to the APWU leaders and members who expressed their support in the 2007 national election. We pledge to apply our best efforts to live up to the trust afforded us to represent the interest of postal employees.

William Burrus, President

On Behalf of the Elected Officers of the APWU

Ask President Burrus

Reprinted from APWU.org

September 12, 2007

Question:

As a postal retiree, I am interested in returning to the workforce. Can you give the retirees an update on what is happening with the proposal that would make this happen? What do I need to do to apply?

Arthur, Retirees' Department Member

President Burrus:

Thank you for your inquiry.

During the 2006 contract negotiations, the APWU and USPS agreed to create a task force to establish Retail Sales Associate positions in commercial establishments, staffed with employees to be hired by the union and contracted to the Postal Service.

The union's concept was that the APWU would hire retired postal

employees and contract them to the Postal Service for part-time employment. This relationship would have been necessary because, under current law, if annuitants are re-employed by a federal agency, they must relinquish their retirement annuity and health benefits.

Since we established the task force, however, Sen. Susan Collins (R-ME) introduced a bill (S. 2003) that would permit federal retirees to return to federal employment on a part-time basis, without sacrificing their annuity or health benefits. The bill would permit annuitants to work up to 520 hours during a six-month period or 1040 hours per year, without jeopardizing their annuity or health benefits.

The APWU supports this legislation, and we urge our members to contact their senators and representatives and ask that they support S. 2003. This legislation is expected to receive bipartisan support, and we hope it will pass the House and Senate in the fall.

July 27, 2007

Question:

I'm a non-paying member of the union; however, I'm not paying because I feel that I am not represented when I contact the local union for help. I feel that this is due to a personal conflict that I have with the president of the local. I believe in the union; however, I don't think it's right for the union to advertise that it represents paying and non-paying members equally. Since I believe in the union, is there a way to pay dues to the national union rather than to the local?

Tony

President Burrus:

I cannot accept your assertion that you have a valid reason for refusing to join the union. The fact is, you do not belong because you don't have to. Non-members offer many reasons for standing on the sidelines. Some say it is because of the cost, others suggest it is because of conflicts with union representatives, or a general philosophy against labor unions.

Unfortunately, on the question of belonging to a labor union, there is no penalty for making a bad choice. Non-members never suffer consequences for their decision.

If being a non-member meant sacrificing cost-of-living adjustments, general wage increases, holidays, or seniority, I could accept your justification for your refusal to join. But if you continue to receive all of the benefits of union activity, blaming others for failing to represent you is simply unacceptable.

If your roads were not repaired, your schools were inadequate, and police and fire protection were non-existent, you would still pay your taxes — because there would be consequences for failing to pay them. Withholding your union membership is without consequences, so, why not?

Non-members continue their postal employment because they like the benefits that the union has secured. These are benefits postal employees have won by working and struggling together for our common good. Don't make excuses! If you are dissatisfied, get involved and work to improve the situation.

There are no provisions in the APWU Constitution that permit active-duty employees to obtain membership only in the national union. All members belong to a local or, if they work in a facility that is too small to support a local, they are members-at-large who contribute to the

national union and their state organization.



A Little Postal Humor

Reprinted from The Gem State Horizon, Boise ID

Three men were sitting together bragging about how they had given their new wives duties. The first man had married a woman who worked at the phone company and bragged that he had told his wife she was going to do all the dishes and house cleaning that needed to be done at their house. He said that it took a couple of days, but on the third day he came home to a clean house and the dishes were all put away.

The second man had married a woman who worked at the Electric Company. He bragged that he had given his wife orders that she was to do all the cleaning, dishes and cooking. He told them that the first day he didn't see any results. The next day was better, but on the third day, his house was clean, the dishes were done, and he had a huge dinner on the table.

The third man married a postal clerk. He boasted that he told her that her duties were to keep the house clean, dishes washed, lawn mowed, laundry washed and

hot meals on the table every meal. He said the first day he didn't see anything. The second day he didn't see anything, but on the third day most of the swelling had gone down and he could see a little out of his left eye.....

What's next for Window Clerks?

Reprinted from the 617 Sentinel APWU News, IL

1. Greet customer pleasantly.
2. Ask, “Does the parcel (item, articles) contain anything liquid, fragile, perishable or potentially hazardous?”
3. Ask, “Would you like to go EXPRESS mail which would give you guaranteed delivery in one to two days?” If the customer says no, remind them, “Express mail also includes \$100 insurance at no additional charge and a signature requirement.” If customer still says no, state, “If you don't use EXPRESS mail then we claim no responsibility on whether your mail ever shows up, if you know what I mean?” If customer continues to decline EXPRESS mail, state, “Look, buddy, if you don't use Express MAIL, OUR BOSSES WON'T GET THEIR BONUSES. And if daddy ain't happy, ain't nobody happy?” If customer continues to decline remind them there is a two teddy bear minimum, and would they please pick out their two bears. While they are perusing the bears, reach into their purse or pocket book and remove enough to cover the EXPRESS mail postage. (Of course if you're caught, the Postal Service will claim no knowledge of our requirement for you to get the EXPRESS postage out of the customer

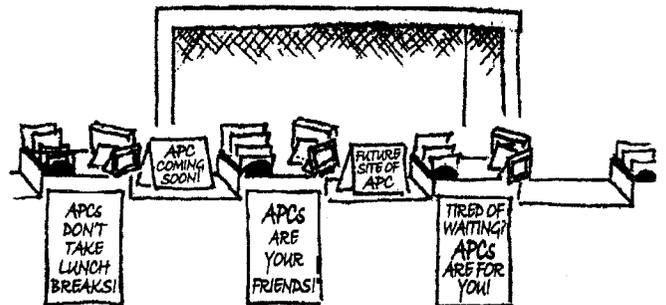
one way or another.)

4. If the customer still declines EXPRESS mail and decides to use Priority or (gasp) Parcel Post, ask, “Would you like insurance which covers loss or damage, which you're gonna need, or Delivery Confirmation so you know when it has arrived, that is, if it ever does? Wink, wink.”
5. Suggest two additional items to purchase other than stamps. EXPRESS stamps on a roll of 100 and the EXPRESS Stamps handy pocket book of 20 are acceptable.
6. Thank the customer and remind them if they don't use EXPRESS mail, then the TERRORISTS WIN!

WHAT THE WINDOW CLERKS SEE ...



WHAT MANAGEMENT SEES ...



Reprinted from The Pikespecker, Colorado Springs, CO area local #247

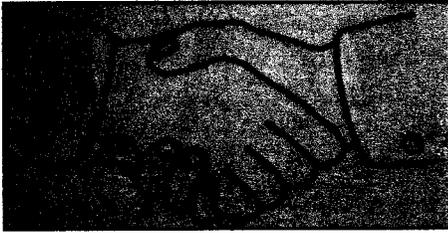


FARGO AREA LOCAL APWU

APWU NON-MEMBER LIST FOR FARGO

1. Lauri Finley
2. Laurel Wanke
3. Don Gillis
4. Jeff Hackey
5. Brian Kartenson
6. Todd Larson
7. Tom Marsolek
8. David Nelson
9. Cory Klunenber
10. Brian Nelson
11. Julie Engelking
12. Cleo Delzer
13. Leslie Muchow
14. Terry Nelson
15. Donna Yellowbird
16. Bernie Cruz
17. Lisa Kelly
18. Kathy Legvold
19. Dan Teske
20. Mike Paulson
21. Larry Ottesen
22. Gary Hammes
23. Sheryl Gaulrapp
24. Marie Breidenbach
25. Jim Gast
26. Juergen Pfeiffer
27. Sid Smith
28. Ann Squires-Wallace
29. Marilyn Jorgenson

If your name should not be on this list or if you know one of these people would like to join, please contact a steward or officer.



WELCOME!

NEW MEMBER

SANDRA BRAMMER

**2007 APWU GOLF
TOURNAMENT RESULTS
And Field Events**

1st place- Dennis Pfau, Terry Hovde - \$50.00
Dennis Krier, Dick Thomas Certificates

2nd place- Audrey Farol, Mike Glaesman - \$35.00
Tony Cusher, Maury Godon Certificates

Closest to pin #4- Jason Rehder \$15.00

Closest to pin #6- Trevor Lehfeldt \$15.00

Closest to pin #9- Dennis Krier \$15.00

Closest to pin #11- Terry Hovde \$15.00

Closest to pin #15- Jeff Knutson \$15.00

Longest Putt #18- Jeff Ferris \$15.00

Door prize winners: Dave Stark- \$5.00
Mike Stalboerger - \$5.00

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

NON-PROFIT ORG
U.S. POSTAGE PAID
PERMIT #1275
FARGO, ND

ADDRESS SERVICE REQUESTED