



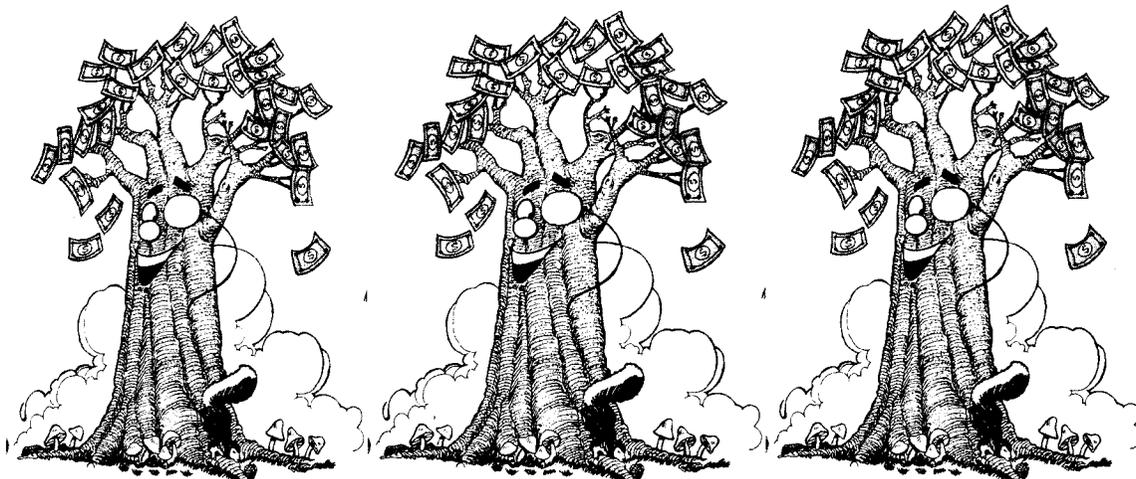
NORTH DAKOTA

The Fargo Tour Guide

Volume 27, No. 1

Fargo, ND

February 2008



Cha-Ching! Cha-Ching! Cha-Ching!
Rate/Level Increase Effective 2-1-08

Fargo Area Local APWU

Serving members in Fargo, West Fargo and Wahpeton

Editor Pam Stephenson

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Vice President	Mary Gillespie
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Recording Secretary	Terry Hovde
Trustee	Dave Stark
Trustee	Dave Hassebrock
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Tour II	Kelli Muchow
Alt Tour II	Terry Hovde
Prairiewood	Karen Palloch
Alt Prairiewood	vacant
Tour III	Michelle Enright
Tour III	Mary Gillespie
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CFS	Sue Carnahan
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Housekeeping	Jeff Knutson
Social & Rec.	Vicki Nordman & Karen Palloch
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Automation	Steve Zaske, Roger Eli, Donna Krier, Patty Carriere
Parking	Diane Fitterer

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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Upcoming Union Meetings

Monday, February 25th, 7:00 pm
Saturday, March 22nd, 9:00 am
Monday, April 28th, 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.



Contact your
Union President
at
dianefargoapwu
@msn.com



From the President

By Diane Fitterer

We are still keeping busy with grievances. Management is still making overtime errors and the usual other mistakes. Right now we have more 204b's than Supervisors. Remember that they have the same authority as a Supervisor while detailed. That means keep your eyes open for violations and ask for Steward time to see if there is a grievance.

The attendance crack down is starting again. If you have been talked to or have questions about your attendance, ask to see a Steward. We will tell you the steps Management must go through to issue discipline. We have FMLA forms that are easier than the postal forms. The biggest thing is to be informed.

Some of the grievances going on now are changing the job bidding posting days, disparate treatment in advancing sick leave and a Supervisor paying postage on a customer mailing. If you think something a Supervisor is doing doesn't seem right, ask a Steward.

Knowledge is power. Keep your Stewards informed of things going on that don't seem right. We can't be everywhere. Also, please write questions down if you don't ask for Steward time so we remember to investigate later.

The North Dakota APWU State Convention is in April. We will be considering resolutions to send up for the next National Contract negotiation. We also vote for the State Officers at each State Convention. There is always some training on issues, too.

"We must all hang together, or, most assuredly we shall all hang separately."

- Benjamin Franklin

Upgrades Reflected in March 7 Paycheck

APWU Web News Article #13-08, Feb. 6, 2008

The March 7 paycheck for all APWU-represented employees will reflect an upgrade negotiated in the 2006-2010 Collective Bargaining Agreement.

"On Feb. 16, every APWU member in the Clerk, Maintenance, and Motor Vehicle Crafts will receive an upgrade to the next highest pay level," said APWU President William Burrus. "This upgrade will apply in all offices and to all employees, regardless of the size of the office or the duties assigned to the employees."

The upgrades achieved in the new contract place all APWU-represented employees in the next highest pay level and are accompanied by credit for the waiting period toward the next step increase. The upgrades will be accomplished by the application of a new pay scale.

The new pay schedule is being renumbered, beginning at Grade 3 (Grade 1 has been eliminated and all Grade 2 employees are being upgraded). In order to keep the numbers running consecutively, Grades 11 and 12 will be renumbered as Grades 10 and 11, with the salaries for Grades 10 and 11 based on increases from the old Grades 11 and 12.

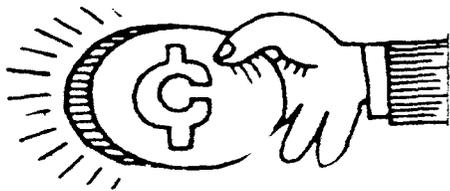
While employees currently in Grades 11 and 12 of the old schedule are not being advanced numerically in the new schedule, each will receive the monetary benefit of the upgrade, and they will continue to occupy the highest numerical positions in the pay scale.

Burrus noted that the across-the-board upgrades have been a major objective of the union for nearly a decade, beginning in 1998, when letter carriers were upgraded as

a result of an arbitrator's ruling on their Collective Bargaining Agreement.

"We achieved some progress towards this objective in our 2001 contract arbitration and in the 2003 and 2005 contract extensions," Burrus said, pointing to the union's success in upgrading mail processors, some skilled maintenance positions, Motor Vehicle Operators, and several other job descriptions.

"Now we can declare total success: Every employee — regardless of craft and assignment — is being upgraded."



Free Rider's Card

I am opposed to all unions. Therefore, I am opposed to all benefits that unions have won through the years: Paid vacations, holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, workmen's compensation laws, Social Security, time-and-a-half for hours in excess of eight in one day or 40 in any one work week, unemployment benefits, and job security.

I refuse to accept any benefits that will be won by union negotiators with this union shop, and I hereby authorize and direct the company to withhold the amount of the union-won benefits from my paycheck each week and to donate it to charity.

Signature _____
Date _____

COLA Update

The next COLA will be based on the January 2008 index point, and will be effective **March 15, 2008 (pay period 07-2008, pay date April 4, 2008.**

Congratulations

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

November-Sheila Cogdill

January-Donna Krier

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.



A History Of Postal Workers' Salaries

The chart below shows the progress of postal workers' salaries, beginning immediately before postal employees won the right of genuine collective bargaining, and continuing through the current agreement. Salaries are shown at Level 5, Step 0, and reflect pay rates at the end of each contract.

<u>Date</u>	<u>Salary</u>	<u>Increase</u>
1969	\$8,442	
(Prior to the enactment of the Postal Reorganization Act)		
1970	\$9,657	14.39%
Following the March 1970 strike by postal employees, the enactment of the Postal Reorganization Act mandated salary increases of no less than 6 percent effective Dec. 27, 1969, and 8 percent effective July 18, 1970, as well as a continuation of federal benefits.		
1971 – 1973	\$11,073	14.66%
The 1971 negotiations resulted in a contract that continued postal work rules and working conditions; provided for salary increases, and included a "capped" cost-of-living adjustment (COLA). All the major postal unions were part of a single bargaining committee, and the two-year agreement was ratified by the members of the unions.		
1973 – 1975	\$13,483	21.76%
Agreement was reached prior to the expiration of the statutory negotiations period (90 days). The COLA cap was lifted. The two-year agreement was ratified by the membership. All major postal unions were included in a single bargaining committee.		
1975 – 1978	\$16,501	22.38%
A negotiated agreement was reached within the statutory period, with flat dollar salary increases in each year of the contract. The three-year agreement was ratified by union members. All major postal unions participated in the bargaining committee.		
1978 – 1981*	\$21,630	31.08%
Negotiations resulted in a tentative agreement that included a capped COLA. The APWU Rank-and-File Bargaining Advisory Committee rejected the agreement, as did union members. Binding arbitration – provided for under the Postal Reorganization Act – was invoked to resolve the impasse. Arbitrator James J. Healy was retained to decide the COLA and no-layoff provisions. Locals threatened to strike. The bargaining committee included the APWU, National Association of Letter Carriers, and National Postal Mail Handlers Union. The National Rural Letters Carriers Association negotiated separately. The arbitrator's ruling uncapped the COLA and required six years of continuous service to achieve protection against layoff. The contract term was three years.		
1981 – 1984	\$24,173	11.76%
Negotiations resulted in a tentative agreement within the statutory period. The bargaining committee included the APWU and NALC. The three-year agreement was ratified by the membership of the two unions. The National Postal Mail Handlers Union and National Rural Letter Carriers Association negotiated separately.		
1984 – 1987*	\$27,401	13.35%
Negotiations resulted in arbitration. Arbitrator Clark Kerr interpreted the standard of "wage comparability" required by the Postal Reorganization Act, and issued an award covering a 42-month period. The bargaining committee included the APWU and NALC.		

1987 – 1990 **\$31,766** **15.93%**
Negotiations resulted in a three-year tentative agreement, which was ratified by the membership. The bargaining committee included the APWU and NALC.

1990 – 1994* **\$35,604** **12.08%**
Negotiations resulted in referral to arbitration. Arbitrator Richard Mittenthal imposed a four-year agreement, which included Transitional Employees. He referred the issue of the employer's contribution to health benefit premiums to a separate process. Arbitrator Rolph Valtin decided the issue of health benefits premium payment in 1993, which resulted in a 4 percent increase in employees' share of healthcare costs. The APWU and NALC bargained together.

1994 – 1998* **\$37,831** **6.25%**
Negotiations resulted in referral to arbitration. Arbitrator Jack Clarke imposed a four-year agreement. Each of the postal unions bargained separately.

1998 – 2000 **\$40,472** **6.98%**
Negotiations resulted in a two-year agreement, which was ratified by the membership. Each of the postal unions bargained separately.

2000 – 2003* **\$43,099** **6.49%**
Negotiations resulted in referral to arbitration. Arbitrator Stephen B. Goldberg imposed a three-year agreement. Each postal union negotiated separately.

** Indicates contracts that were decided in arbitration.*

Postal Workers' Salaries

2003 – 2005 **\$45,997** **6.72%**
APWU and USPS agreed to a two-year extension of the 2000-2003 contract. The extension was ratified by the membership.

2005 – 2006 **\$47,996** **4.35%**
APWU and USPS agreed to a one-year contract extension, which was ratified by the membership.

2006 – 2010 **(Estimated at) \$52,747** **9.90%**
APWU and USPS agreed to a four-year contract, which was ratified by the membership.

The chart above reflects the contracts between the USPS and the major postal unions. Other postal employees represented by labor unions also have engaged in bargaining with the Postal Service. In total there have been 88 agreements – with 64 agreed to voluntarily, 20 referred to impasse arbitration, three involving fact finding, and one referred to mediation.

At the conclusion of the 2006-2010 contract, postal workers' salaries will have increased – from \$8,442 in 1969 – to an estimated \$52,747.



American Postal Workers Union, AFL-CIO
William Burrus, President

Full Time Regular Rates Effective February 16, 2008

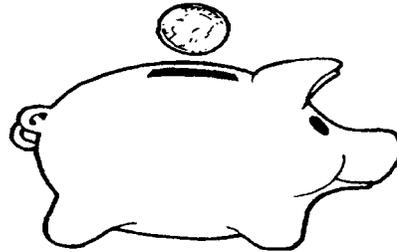
		Full-time Regular Rates			
Grade and Step		Annual Salary	Biweekly Pay	Straight Time	Night Differential
5	A	36,421	1,400.81	17.5101	1.09
	B	37,358	1,436.85	17.9606	1.13
	C	38,295	1,472.89	18.4111	1.16
	D	39,232	1,508.92	18.8615	1.20
	E	40,169	1,544.96	19.3120	1.23
	F	41,106	1,581.00	19.7625	1.27
	G	42,043	1,617.04	20.2130	1.30
	H	42,980	1,653.08	20.6635	1.34
	I	43,917	1,689.11	21.1139	1.37
	J	44,854	1,725.15	21.5644	1.42
	K	45,791	1,761.19	22.0149	1.45
	L	46,728	1,797.23	22.4654	1.49
	M	47,665	1,833.27	22.9159	1.52
	N	48,602	1,869.30	23.3663	1.56
	O	49,539	1,905.34	23.8168	1.59
	RC	50,476	1,941.38	24.2673	1.60

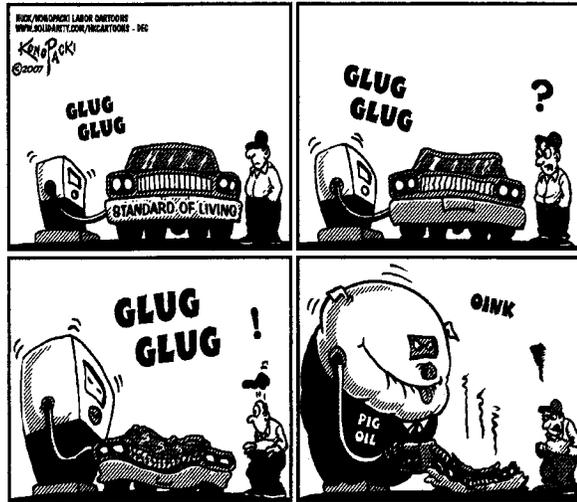
		Full-time Regular Rates			
Grade and Step		Annual Salary	Biweekly Pay	Straight Time	Night Differential
7	A	40,008	1,538.77	19.2346	1.22
	B	40,844	1,570.92	19.6365	1.25
	C	41,680	1,603.08	20.0385	1.28
	D	42,516	1,635.23	20.4404	1.31
	E	43,352	1,667.38	20.8423	1.35
	F	44,188	1,699.54	21.2442	1.39
	G	45,024	1,731.70	21.6462	1.42
	H	45,860	1,763.85	22.0481	1.45
	I	46,696	1,796.00	22.4500	1.48
	J	47,532	1,828.15	22.8519	1.51
	K	48,368	1,860.30	23.2538	1.54
	L	49,204	1,892.46	23.6558	1.58
	M	50,040	1,924.62	24.0577	1.61
	N	50,876	1,956.77	24.4596	1.64
	O	51,712	1,988.92	24.8615	1.67
	RC	52,548	2,021.08	25.2635	1.68

Part-time Regular Rates Effective February 16, 2008

		Full-time Regular Rates			
Grade and Step		Annual Salary	Biweekly Pay	Straight Time	Night Differential
6	A	38,166	1,467.92	18.3490	1.15
	B	39,052	1,502.00	18.7750	1.18
	C	39,938	1,536.08	19.2010	1.22
	D	40,824	1,570.15	19.6269	1.25
	E	41,710	1,604.23	20.0529	1.28
	F	42,596	1,638.30	20.4788	1.31
	G	43,482	1,672.38	20.9048	1.35
	H	44,368	1,706.46	21.3308	1.39
	I	45,254	1,740.54	21.7567	1.42
	J	46,140	1,774.62	22.1827	1.46
	K	47,026	1,808.70	22.6087	1.49
	L	47,912	1,842.77	23.0346	1.52
	M	48,798	1,876.85	23.4606	1.55
	N	49,684	1,910.92	23.8865	1.59
	O	50,570	1,945.00	24.3125	1.62
	RC	51,456	1,979.08	24.7385	1.64

		STEP																		
PART-TIME REGULAR RATES	GRADE	BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	RC
3		15.14	15.62	16.10	16.59	17.07	17.55	18.04	18.52	19.00	19.49	19.97	20.45	20.94	21.42	21.90	22.39	22.93		23.41
4		15.70	16.19	16.66	17.14	17.62	18.10	18.57	19.05	19.53	20.01	20.49	20.97	21.44	21.92	22.40	22.88	23.36		23.84
5			17.51	17.96	18.41	18.86	19.31	19.76	20.21	20.66	21.11	21.56	22.01	22.47	22.92	23.37	23.82			24.27
6			18.35	18.78	19.20	19.63	20.05	20.48	20.90	21.33	21.76	22.18	22.61	23.03	23.46	23.89	24.31			24.74
7			19.23	19.64	20.04	20.44	20.84	21.24	21.65	22.05	22.45	22.85	23.25	23.66	24.06	24.46	24.86			25.26
8			19.64	20.05	20.47	20.88	21.30	21.71	22.12	22.54	22.95	23.37	23.78	24.20	24.61	25.03	25.44			25.85
9				22.60	22.99	23.39	23.81	23.92	24.23	24.54	24.85	25.16	25.47	25.78	26.09	26.40	26.71			
10				24.20	24.57	24.94	25.31	25.68	26.05	26.42	26.78	27.15	27.52	27.89	28.26	28.63	29.00			
11				24.77	25.16	25.55	25.94	26.33	26.72	27.12	27.51	27.90	28.29	28.68	29.07	29.46	29.86			





Annual Leave

By Diane Fitterer

It is that time of year again for prime time annual leave rounds. Prime time is April 1, 2008 to March 31, 2009. Just a reminder, you are to notify Supervisors that you are available on your weekend if you want to work it when you have a week of annual. They are not required to ask you for your days off when you have a week of annual.

Some changes were made during local negotiations in regard to annual leave. If you are turning back a week of annual in June, July or August, it needs to be turned in four (4) weeks prior to the start date. All other leave is the same as before and needs turned back two weeks in advance. Turned back annual will be reposted for 8 days except for the June, July and August weeks, which will be 10 days unless otherwise agreed to. Everyone is allowed 5 annual leave turn backs when the calendar is full.

Another reminder is that if you want to be protected from working a holiday or your days off, you must have a minimum of two (2) hours of annual adjacent to it.

A Day in Court/Sick Leave

By Mary Gillespie

This seems to be a new trend in Fargo lately. I am not sure how many are being done on other tours, but Tour III seems to have enough. Most of them deal with attendance. District seems to have a new policy that if you have more than three occurrences of sick leave, you are flagged and you may get an official discussion or it may just go to a day in court.

Make sure that if you are taken in the back room, you ask why. If they say that it is a "day in court" you have the right to have a Steward present during your "day in court." If a Steward is not present, I would say that you want to wait till one is available to be there. From the few that I have sat in on, they seem to make it sound like if you miss any more you will be subject to further discipline such as a 7 day suspension then a 14 day suspension then removal from the Post Office. They need to take one step at a time.

When it comes to sick leave issues and you have a medical condition that could fall under FMLA, ask a Steward or Officer for FMLA papers so when you miss another day for this you can have your Doctor fill out the short form. This form will be sent off to Sioux Falls to be either approved or not. There are times that it will take more than once to get it approved. Also, make sure that your Doctor and you keep a copy, so if there needs to be some changes they have a copy of the original copy that was sent in. If you keep having issues with the FMLA issue, please talk to a Steward.

Good luck.

R-e-s-p-e-c-t

By Kelli Muchow

I would like to bring up a few issues on Respect and Common Courtesy in the Post Office, as well as outside the P.O. I am guilty of some of this myself, but will put forth a better effort in the future.

Respect for other employees property

Most of us have brought food items, or treats, in our work area. I personally like to try to share with everyone, but sometimes there is only enough to share with immediate co-workers. Before you just take something because it is there, remember it is not yours. That is stealing, unless offered. Also, the refrigerator is storage for other employees to use. It is not a free for all.

Privacy

It is common courtesy to not butt in on someone else's conversation. If someone is busy talking to another employee, it is not your conversation to jump into, or listen in on. Walk away, and check back later. Everyone has a comfort zone or personal space if you will. Stand outside that space when engaging in conversation with another employee. It is so uncomfortable to have that space violated.

Also, staring uncomfortably at another employee is another invasion of space. If you do it, stop.

Opinions

We all have our own opinion, but this does not mean that everyone wants to hear yours. There are no right or wrong ones, as they are opinions. Keep them to yourself.

Supervisors

Everyone knows who the Supervisors are, except maybe a few casuals. No one has the right to tell another co-worker what

or how to do his or her job, other than a Supervisor. If there are questions or concerns, ask the, (you guessed it) Supervisor. Trouble with a co-worker? Talk to the Supervisor.

Clean-up

Everyone knows his or her job, let's face it, we are all bored to death. If everyone does their own special job, someone does not have to do it for them. This includes, sweeping machines, throwing away old labels, traying up, etc... You know the drill. This is where tempers flare, and things come out of the mouth before engaging the brain with the tongue. Just because an employee is not doing something the way you do it, does not mean it is the wrong way. Think before you act.

Allergies

Last, but not least, there are several employees who have bad allergies. Please use discretion when using cologne, deodorants, hair spray, etc.... Even though you think it is not offensive, some people have a zero tolerance to any of these items. They suffer dearly, with headaches, sneezing attacks, etc.... It is no fun. Common sense will prevail on this issue, I hope. This does not mean refrain from it. None of us want to smell bad, but be cautious on the amounts.

We all have to work with other people on a daily basis. We all know how long and boring it can be. Please just try to consider other people's feelings, and yes, let's all just try to get along.

— CLOSE THE RANKS —
Tell 'em & Sell 'em



**BRING IN A
NEW MEMBER!**

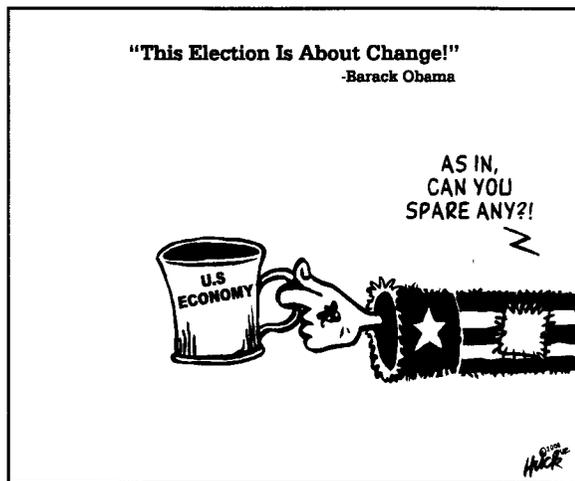


TSP RETURNS

AS OF FEB 2, 2008

	G	F	C	S	I
Jan 2008	0.33%	1.76%	-5.98%	-6.27%	-8.52%
12 Month	4.76%	8.98%	-2.26%	-4.13%	0.62%
L L					
	INCOME	2010	2020	2030	2040
Jan 2008	-0.97%	-2.07%	-3.9%	-4.71%	-5.37%
12 Month	3.89%	3.27%	1.46%	0.67%	0.06%

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



Did You Know?

Did you know that the USPS will be promoting the upcoming HBO miniseries, *John Adams*? The promo will include a national cancellation featuring an Adams quote, "Let us dare to read, think, speak and write." The miniseries is scheduled to premiere on HBO on Sunday, March 16th.

Did you know that if you have locked your keys in your car and you have remote keyless entry, you may be able to use cell phones to unlock your vehicle? If you lock your keys in the car and the spare keys are at home, call someone at home on their cell phone. Hold your cell phone about a foot from your car door and have the person at your home press the unlock button, holding it near the mobile phone on their end. Your car will unlock. (source- *The Informer, IL*)

Did you know that discounts are available for APWU members through the Union Plus website? Discounted items include Marcus Theatre movie tickets (our local chain), car rentals, florist purchases, and much more.

Did you know that the next stamp increase will be on May 12th? The price of a 1 oz. First-Class stamp will increase by 1 cent.



Union, USPS Sign Agreement For Offices Without a Local Union Structure

**APWU Web News Article #09-08, Jan. 28,
2008**

The APWU signed a landmark agreement Jan. 25, for Members-at-Large who work in small post offices and are not represented by a local union.

The agreement, the Local Memorandum of Understanding for Offices Without a Local Union Structure [PDF], outlines the rules for these small offices on topics that are typically the subject of negotiations at the local level between USPS managers and union officers.

"The Memorandum is a first," said APWU President William Burrus. "It will provide the protection of a local contract to thousands of union members in small offices who have not previously been covered by a local agreement." The agreement covers approximately 15,000 workers.

The Memorandum (LMOU) is the result of negotiations for the 2006-2010 Collective Bargaining Agreement. During national contract talks, the APWU won a commitment from the Postal Service to negotiate such an agreement. Discussions about specific contract language culminated in the LMOU.

"Assistant Clerk Craft Director Mike Morris was instrumental in bringing this project to a successful conclusion," Burrus said, "and I have asked him to oversee the union's effort to communicate more effectively with our Members-at-Large.

"A committee of national, state, and local officers also made important contributions to our efforts to negotiate the LMOU," he said. The committee, chaired by Western Region Coordinator Omar Gonzalez,

included Pat Williams, Clerk Craft assistant director; John Dirzius, president of the Greater Connecticut Area Local; Larry Sorrells, president of the North Carolina Council, and John Jackson, former president of the Pennsylvania Postal Workers Union.

The primary subject addressed by the Memorandum is the use of leave, Morris noted. "That has always been a sore spot in small offices," he said. "Postmasters often select the best vacation slots for themselves, preventing APWU members from taking vacations on July 4th or Labor Day. The LMOU will put an end to that practice."

The LMOU is effective on Feb. 24, 2008, which is 30 days from the day it was signed. Because the leave provisions include deadlines that precede the effective date, an Implementation Agreement also has been executed, which postpones the deadlines from Feb. 1 to March 1; from Feb. 15 to March 15; and from March 1 to April 1, for calendar-year 2008 only. "The Implementation Agreement enabled us to set a reasonable time frame for future years, while applying the principles this year," Morris said.

The Memorandum also requires the postmaster to notify the APWU Regional Coordinator whenever it is necessary to change, abolish, or revert a duty assignment. "Jobs have been disappearing from small post offices at an alarming rate without any notification to the union," Morris said. "This provision will help the union protect jobs."

Enforcement of the provisions of the LMOU will be the responsibility of APWU state presidents or National Business Agents with jurisdiction over the area, Burrus said.

The APWU also created a new section of its Web site designed for Members-at-Large, www.apwu.org/mal.html. It provides information about who Members-at-Large

(MALs) should contact if they have a grievance or a question about their rights, and contains an extensive list of Frequently Asked Questions.

"Members-at-Large face special challenges," Burrus said. "Without a union structure, they have found it difficult to stand up for their rights. And until now, MALs have lacked some of the most basic protections other members have enjoyed as a result of local agreements.

"We hope this important first step will help Members-at-Large feel more like a part of the APWU family, and help them win justice in the workplace."

Using Your Own Car for Work?

Reprinted from Iowa Postal Solidarity, Des Moines, IA

Isn't it great to get paid almost 50 cents a mile to drive your car for the USPS?

Well, you wouldn't think it is so great if you got into a wreck while driving from one postal installation to another-on the clock!

Not just the fact that you got into a wreck, but you probably do not have insurance to cover you and the USPS will not cover you either.

Sound like BS?-It is the truth!

This has happened. An employee, driving from one station to another, wrecked their car. The employee's insurance did not cover the totaled car, nor did the USPS.

Most people do not have insurance that covers them if they are using their vehicle for work-such as driving from one installation to another.

The contract is very clear in the fact that no employee covered by the APWU contract can be forced to use his or her own vehicle when traveling from one

facility to another.

You may volunteer to use you own-but check your insurance!

Keep in mind that the 50 cents per mile you are receiving is more than it would take to replace your gas usage, but it cannot replace the wear and tear on your vehicle. That is why the mileage rate is high-not just for the gas.

If you are told to report to an installation, say for BT overtime, and you work two hours early, after the two hours, it is now your regular BT at straight time and you are supposed to report to your bid job. How do you get there? Drive your privately owned vehicle (POV)? You could, again not recommended.

The USPS is required to transport you to your next facility and bring you back to the one you reported to-where your vehicle is.

Is this a hassle? Yes, but it is the rule!

Remember the whole issue here is the fact that you may not be insured to drive on the clock. Can you afford to replace your vehicle, possibly someone else's or other property damage without insurance? Most of us could not.

The other issue is on the clock and off the clock. It was reported that some employees are driving off the clock, and a Supervisor is putting in those driving hours as though the employee is on the clock.

This is fraud, but most importantly, if you got into that wreck, while not, officially, on the clock, and you get hurt, you may not be covered by injury compensation as an on-the-job-injury.

So think this through-this driving your POV. Is it worth it? You have to make that decision, but one decision you have every undeniable right to-and that is you do not have to drive your car on the clock-even if you do have insurance.

SUB: 2008 Fargo Area Local APWU Scholarship

This letter is to inform you that applications for the Fargo Area Local APWU scholarship program are now being accepted. Applications may be obtained from your Shop Steward or calling the local union office. **The deadline for applications is April 1, 2008.** The awarded scholarship will be for \$500. Enclosed is a copy of the rules and regulations regarding the local scholarship.

The local scholarship program was revived in 2000 by the general membership as an additional benefit to union members and their families. Previous winners for the award are:

2000	Jennifer Cossette	Daughter of Ron Cossette
2001	Kari Krier	Daughter of Dennis and Donna Krier
2002	Lindsey Onerheim	Daughter of Kent Onerheim
2003	Zachary Sauvageau	Son of Loretta Sauvageau
2004	Ross Bickle	Son of Don Bickle
2005	Kylee Ferris	Daughter of Jeff Ferris
2006	Jennifer Witt	Daughter of Les Witt
2007	Rachael Wavra	Daughter of Mike Wavra

We also have forms available for other scholarships provided by the National APWU, the AFL-CIO and the Accident Benefit Assoc. for high school seniors. Most have deadlines of March 1st. The awards are for \$1000 each. For scholarship applications, contact your local union official or steward.

**FARGO AREA LOCAL APWU
SCHOLARSHIP PROGRAM
RULES AND REGULATIONS**

1. Applicant must be son, daughter, stepchild or legally adopted child of an active or deceased member of the American Postal Workers Union.
2. Applicant's parent must be a member in good standing for at least one year immediately preceding application deadline or must have been a member for one year preceding death.
3. Applicant must be a senior attending high school, other corresponding secondary school or attending accredited college, including community college, university or vocational school, of his or her choice as a full time student.
4. Scholarship recipient must attend an accredited college, including community college, university or vocational school, of his or her choice as a full time student. Applicant must make own application to the college.
5. Scholarship must be used towards pursuing an undergraduate degree.
6. Application for scholarship must be made on an official application form or photocopy of the official application form. All application materials must be submitted in ONE ENVELOPE and sent to Fargo Area Local Scholarship Committee, P.O. Box 1874, Fargo N.D. 58107 and **postmarked not later than April 1 and received not later than April 15** prior to graduation.

Application checklist

- _____ **Completed Application Form**
- _____ **Biographical Questionnaire**
- _____ **Official Transcript**
- _____ **"Contemporary Questions" Answer Sheets**
- _____ **"Union Way of Life" Essay**

7. Winners will be judged on the basis of their school records, personal qualifications, response to contemporary questions and essay.
8. The Scholarship Selection Committee will consist of those dually appointed by the Fargo Area Local APWU President.
9. Each scholarship will be \$500.00.
10. The amount of the scholarship will be deposited with the college or university attended by the winner. When the recipient notifies the Fargo Area Local APWU he or she has been accepted, \$500.00 will be sent to the business office of the college or university to be applied to the cost of tuition and fees.
11. Fargo Area Local APWU may discontinue awarding new scholarships.

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Congratulations

To Retirees:

Gerald Rhealt

Dan Stark

