



Local 88 Box 1874
Fargo, N. Dak. 58107

Vol. 18 No. 3

FARGO, NORTH DAKOTA

SUMMER 2000

ANGRY BOSS HELPS WIN GRIEVANCE

Last newsletter reported of the annual leave policy that was unilaterally eliminated by CFS Supervisor Cindy Sellner in 1998. Well, good news—the grievance was sustained in full by Arbitrator John Remington, and the Postal Service was ordered to reinstate the long-standing past practice in the CFS Unit in Fargo!

The "Stars" system is an annual leave program unique to the CFS section in Fargo. If days on the annual leave calendar are full, employees may reserve a spot on that full day by indication of a star symbol on the calendar. The star symbols shown on the calendar can show an employee how many employees have a reserved spot for a particular day. Because annual leave is often surrendered in the CFS unit, the stars allow employees to reserve days even though they are already full.

Almost all of the CFS employees pitched in to help defend this practice in giving statements, providing information, and testifying at the hearing. Most valuable, though, were the management witnesses called to testify by the Postal Service. Past CFS Supervisor and current management official **Gail Hagen** proved extremely valuable. She told the arbitrator how the practice had been in existence for years, way before she started, and explained how easy it was to administer. Hagen also

supported the union's position by confirming the stars system was a practice mutually agreed to by union and management. This directly contradicted the testimony of CFS Supervisor **Cindy Sellner**, who tried to convince the arbitrator the "stars" system was simply a short-term courtesy by the previous supervisor, and was an administrative nightmare to regulate. Because it was not included in the local contract, Sellner argued it was not enforceable, and only the existing language in the LMOU (Local Memorandum Of Understanding) should apply. Sellner proudly stated how she didn't negotiate with the union at all (directly against the arbitrator's later statements), and displayed a red face of "near rage" when explaining a few grievances that were filed as a result of errors made by her in administering the stars system (how dare the Union file a grievance against me!). Unfortunately for the USPS, Cindy's anger and cavalier attitude towards the APWU and the contract showed through while she was on the witness stand. The Fargo Area Local APWU would like to thank Cindy for her unprofessional display at the arbitration hearing. It may have been the deciding factor in our grievance win!!!!

EMPLOYEE REINSTATED WITH LEVEL 6 SAVED GRADE!



A Tour III clerk was reinstated with his Level 6 Saved Grade status, and compensated for the 22 months lost with the higher level pay.

John Larson, a 14-year employee of the Fargo Post Office, was an LSM Operator, PS-06 at the time of the LSM removal several years ago. As a result, John received saved grade status, retaining the Level 6 pay while bidding on all jobs of equal pay for which he was qualified.

In September of 1998, a Level 6 Data Collection Technician job vacancy was posted. Because the duty assignment was a "best qualified" position, management asked applicants to submit PS Form 991. John submitted the required application form within the required time frame. However, management declared John's application as "invalid", because Human Resources Specialist Lorrie Bucholz thought the application lacked essential information, and removed John's Level 6 Saved Grade status, dropping him to Level 5 pay.

The essential information Bucholz said was missing were personal job history and past education and training. Because these sections were left blank, the Postal Service claimed the application was invalid.

The union argued the application was indeed valid. The reasons John did not fill out the sections on past job history, education, and training were two-fold. First, management already had this information readily available in the employee's OPF (Official Personnel File). Second, John had been on vacation for an entire week, and only discovered the posting six hours before the close of business. John even requested time from Tour III Manager Larry Fiala, but was rejected.

An arbitration hearing was held on May 5, 2000 here in Fargo. On June 30, 2000 Arbitrator Remington issued his decision and ruled in favor of the APWU. In the decision, the arbitrator stated that the grievant only needed to apply, and he did just that. No where in the National Agreement does it require a PS Form 991 for best qualified positions, nor does it give minimum standards in using the application form.

Vice President and Tour II Steward **Dana Klassen** filed this grievance for John and deserves a lot of credit. As a result of Dana's grievance, local management has recently revised the locally-mandated alert notices on all Level 6 Saved Grade vacancy notices to reflect more precise and clear instructions. Next time you see Dana, shake his hand and tell him, "good job"!!! Also ask John to buy you a can of pop--he can afford it now!

EMPLOYEE THANKS UNION FOR GRIEVANCE CASH WIN

I want to thank **Dana Klassen, John Durham, and Rick Morales** for getting my Level 6 back with back pay after it was taken away by the Postal Service. What happened was, I went on vacation for a week in May of 1998. When I returned, I found out I had to fill out a 991 which was coming down that night at midnight. I asked my supervisor, **Larry Fiala**, if I could get time to fill it out. He said he would ask Doc (Plant Manager **Steve Dockter**), and the answer was, "no". I was told you're supposed to check for jobs while on vacation. So I went to Dana and asked what I should do and he told me to put the job number on the 991 and sign and date it, so I did. Dana also said he would help me by filing a grievance. Well, 19 months passed and we had an arbitration hearing. With the help of John, Rick, and Dana it was awarded by to me. THANK GOD FOR THE UNION!

Written by John Larson

PRESIDENT'S REPORT

The Inside Scoop....

by John Durham

Are you tired of getting the, "official" B.S. answer, and really want the inside scoop on things? O.K. ---I'm gonna let you in on a few little secrets about happenings in the Fargo Post Office.....

In case you didn't know, we have a new Postmaster in town as of last April. His name is Don Logue. Big deal, you ask? Well, he just happens to be the first Postmaster our office has had in quite some time that actually has personality and intelligence. Translation--- We finally have someone at the top that will look at things in a professional manner. Say, "hi" next time you see him.

Did you hear about the Mailhandler's recent success here in Fargo? That's right, they now can have annual leave during the entire month of December!!!! Christmas will be a home holiday for some lucky mailhandlers. But make no mistake, there was no luck involved in that deal. The NPMHU officers and stewards worked their butts off to get that grievance win!!! Mmm..... looks like APWU has a immediate task at hand now.....

Why haven't the last three jobs vacated by PTRs at Prairiewood been posted for bid?

The answer---Station Manager Jan Olson doesn't know how to work PTRs within their posted work schedules. Tired of the endless grievance successes by the APWU, Olson has decided to can any PTR job that comes open. Problem is, the duty assignments still exist, and Olson will be forced to post the jobs back again some day.....

Why are Tour III Mail Processors allowed to work alone, but Tour I Mail Processors required to have a partner?

Answer---- Tour I Steward Rick Morales was successful in reaching a grievance settlement with Tour I management, requiring the two-person staffing. Now getting management to apply that agreement to the remaining tours... that's another story! Local managers did put in writing, however, a statement that, "any Mail Processors working alone will not be held to any standard whatsoever". Basically, if you're alone, you can take your sweet time, and "milk it". Their words, not mine.

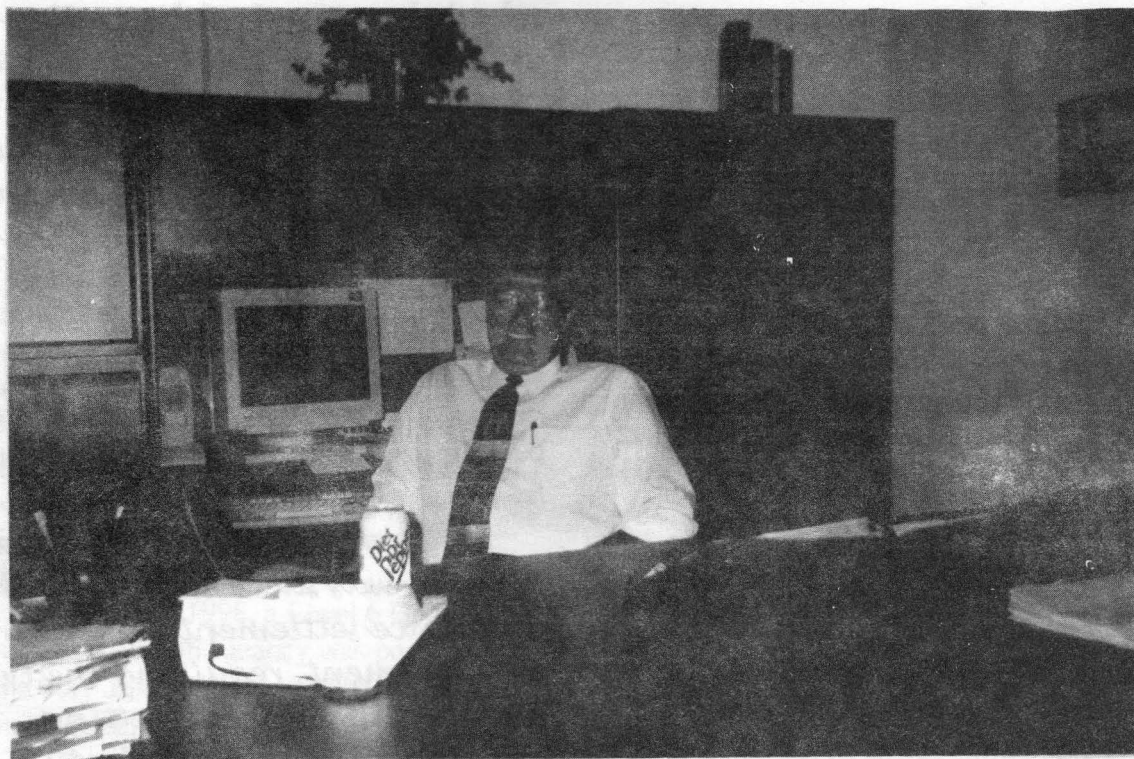
That's all for now. Take care, and don't let anyone give you the Shaft-Ola!



APWU

Meet our New Postmaster

By Amy Tuscherer



Mr. Don Logue, the new Postmaster at the Fargo P&DC, has been with the Postal Service for 33 years. He began as a carrier in Moorhead in 1967, and then in 1970 he became a clerk. He began his management career in 1981, and has been in several offices, including Grand Forks, Bismarck, Sioux Falls, and finally Fargo. He is also a former APWU president. He has been our current Postmaster since April 22, 2000.

Mr. Logue discussed the goals he has for the Fargo office. First is recognizing that the employee is a valuable asset to the Postal Service, and that he is going to do his best to empower his employees. Second, he would like to build a strong relationship between management and the APWU. Third, he believes strongly that communication and the sharing of information is vital, and he is going to put great emphasis on this. And fourth is to focus on the customer. If the first three items are achieved, the fourth will fall into place. If the employee is happy, then it is much easier to satisfy the customer.

I want to thank Mr. Logue for his time, and if you have any questions for him, he will be attending our August 28, 2000 meeting at the F-M Labor Temple at 7:00 p.m.

Local News

Best Wishes To Our Latest Retirees:

Ben Benson
Bob Gauthier
Harlan Nystrom

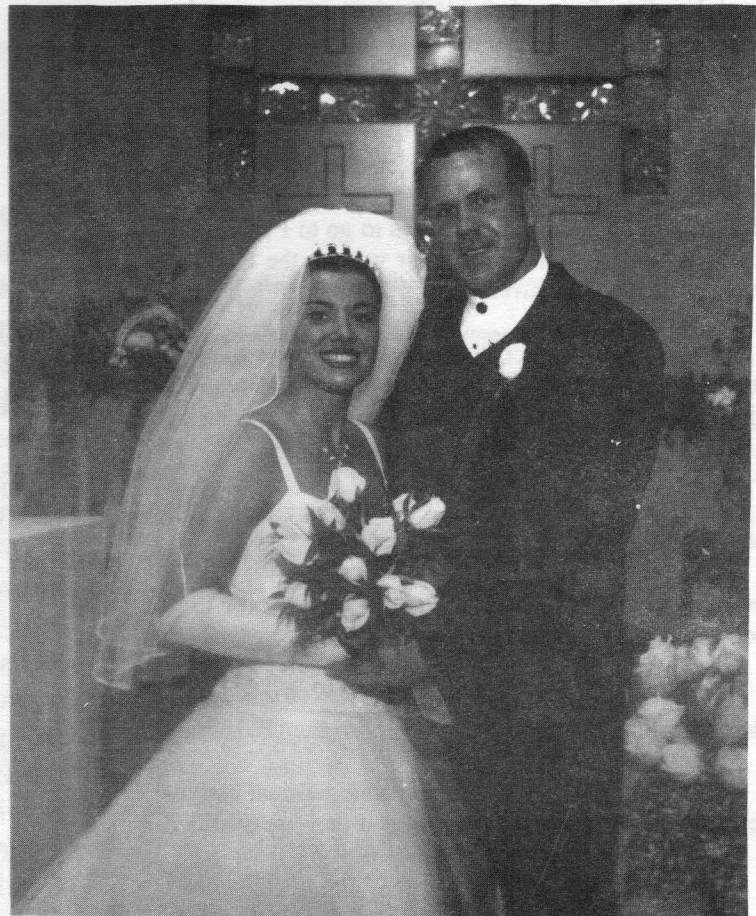
Marlyn Aaenson
Maury Godin
Richard Olson

Dennis Pfau
Curt Olerud
Marlene Perez

Congratulations To:



Mandy and Eric Thomas on their marriage. They were married on May 27, 2000. Mandy's parents are Irene Enzminger, West Fargo, and the late Larry Enzminger. Eric's parents are Lorene Thomas of Leonard and Randy Thomas of Milton. Eric is employed at Coca Cola. Mandy is a TE in CFS. Best of luck Mandy and Eric!



Sheila and Matt Cogdill on the birth of their daughter Madison Alexandra. She was born on March 4, 2000. Matt is a Letter Carrier and Sheila is a Tour III FSM clerk.



**FIGHT THE TYRANNY!
STAND UP FOR YOUR RIGHTS!
SUPPORT YOUR UNION!
THIS IS AMERICA!**

PART TIME REGULAR BIDDING IN CLERK CRAFT

By Stephen Albanese, NBA 'B' Clerk Craft....

A lot of confusion seems to be generating over what exactly are the bidding rights of part time regular clerks in the 1998-2000 National Agreement. I will attempt to spell them out, but before doing so, let me point out some history.

* Prior to the 1994 National Agreement, part time regulars could not bid on any full time jobs. The only way a part time regular could become full time was to go to PTF, start a new period of seniority, and work their way up the PTF roll until they eventually got converted.

* In the 1994 contract, PTR clerks got some bidding rights to full time, but only in their wage level and only to residual jobs for which they were qualified, and if they were senior to the PTF who was on the appropriate roll.

* Prior to the 1998 contract, part time regulars could only bid within their wage level.

Now let's look at the PTR clerk bidding rights as of the 1998 contract:

* PTRs in the clerk craft can bid on any PTR vacancy, regardless of its level and regardless if they are qualified or not.

* PTR clerks can bid on any full time residual assignment regardless of its level and regardless if they are qualified or not.

* PTR clerks can bid on any full time residual assignment regardless of its level and regardless if they are qualified or not. But they must be senior to a PTF who has expressed a preference for the job.

* PTR clerks can apply for full time best qualified jobs and they will be considered after full time and part time flexes who meet the minimum qualifications.

* PTR clerks who were former full time regulars can still bid on newly established full time jobs providing they are currently qualified.

Throughout this article, I have made references to residual vacancy and currently qualified. For clarification, let me define those terms as they appear in the contract.

Currently qualified - Possessing a live record on all of the qualifications of the posted assignment. Essentially, the person must be able to go into the job without a deferment period.

Full time residual vacancy - A duty assignment that remains vacant after completion of the bidding process among full time regulars.

Clearly the current contract has created new and expanded bidding rights for PTRs. I hope this article clarifies some of the confusion out there.

APWU TRAINING SEMINAR TO BE HELD IN MOORHEAD

Minnesota and North Dakota Postal Workers will be holding a joint Fall Training Seminar this year. The Seminar will be conducted at the Best Western Red River Inn and Conference Center in Moorhead, Minnesota on **October 13 and 14, 2000**. Reservation can be made by calling the hotel at 218-233-6171. Rooms have been blocked under the "North Dakota Postal Workers" at a rate of \$56.42 for a single and \$62.93 for a double (prices include tax).

Registration will be \$25.00 before September 22, 2000. Later registrations will be \$30.00. The registration form is printed in this newsletter, which also shows the list of classes and instructors. As you can see by the form, all five Business Agents for our region will be there representing Maintenance, Clerk and Support Services employees. In addition, Central Region Coordinator and APWU National Presidential Candidate Leo Persails will be in attendance. Finally, Assistant Clerk Craft Director Rob Strunk (originally from Warren, MN) and Assistant Legislative Director Mike Reid will fly in from APWU HQ in Washington, DC for Saturday's classes. With a total of **8 National officers**, there is sure to be plenty of information available!

MINNESOTA / NORTH DAKOTA FALL TRAINING SEMINAR

Please send Registrations to: MN-ND APWU Make checks payable
 % Gary Neuhart MN-ND APWU
 P.O. Box 2711
 Bismarck, ND 58502-2711

REGISTRATION

Name _____ Local _____

Mailing Address _____

CLASSES

<u>FRIDAY AM</u>	Leo Persails	Attendance / Discipline	_____
<u>FRIDAY PM</u>	Lyle Krueth	Article 1.6.b	_____
	Greg Poferl	Organizing	_____
	Don Foley / Gary Kloepfer	Maintenance Mechanized Staffing	_____
<u>SATURDAY - ALL DAY</u>	John Akey	Basic Steward Training	_____
<u>SATURDAY AM</u>	Rob Strunk	Clerk Craft CD Programs	_____
	Gary Kloepfer / Don Foley	Maintenance Custodial Staffing	_____
<u>SATURDAY PM</u>	Myke Reid	Legislative Issues	_____
	Foley / Kloepfer	Maintenance Session	_____

PLEASE CHECK THE CLASSES OF YOUR CHOICE ON THE APPROPRIATE LINES

MINNESOTA
0606-MOOREHEAD LOCAL

FINANCE #	LAST NAME	FIRST	MI	LEVEL	TITLE	EVA PAYMENT
266480	BEDORE	PATTY	C	21	POSTMASTER	\$2,325.14
	DOHN	MARK	W	16	SUPV CUSTOMER SERVICES	\$1,841.81
	PECK	TERRY	S	16	SUPV CUSTOMER SERVICES	\$2,181.60

TOTAL FINANCE 266480

TOTAL LOCAL 0606-MOOREHEAD LOCAL

\$6,348.55

\$6,348.55

SOUTH DAKOTA
0718-SIOUX FALLS AREA LOCAL

FINANCE #	LAST NAME	FIRST	MI	LEVEL	TITLE	EVA PAYMENT
467869	ROMANIC	DANI	D	17	INFORMATION SYSTEMS SPECI	\$2,206.65
	ROYAL	DENNIS	E	20	TELECOMMUNICATIONS SPECIA	\$2,540.70
	RYBAK	BARBARA	K	11	SECRETARY	\$572.47
	SBARBARO	STEVEN	M	20	MGR DELV & CUSTOMER SVC P	\$2,111.32
	SCHOCK	TRACEY	L	18	MGR STATISTICAL PROGRAMS	\$2,199.25
	SCHOLES	JOANNE	L	15	HUMAN RESOURCES SPECIALIS	\$1,506.22
	SHAVER	RICHARD	S	01	DISTRICT MANAGER	\$7,496.55
	SMITH	SCOTT	M	16	CUSTOMER SERVICES ANALYST	\$1,574.97
	SWANSON	SARAH	A	15	STATISTICAL PROGRAMS SPEC	\$1,019.57
	TAYLOR	ROBERT	D	19	MGR ACCTNG OPERATIONS (DI	\$2,494.63
	VAN GARVEN	WILLARD	C	19	BUDGET/FINANCIAL ANALYST(\$2,041.32
	VENNARD	KIMBERLY	J	15	MATERIEL MANAGEMENT SPECI	\$938.79
	VOLK	SONJA	A	15	HUMAN RESOURCES SPECIALIS	\$1,968.48
	WEBER	DANIEL	M	19	MGR SAFETY/INJURY COMPENS	\$2,388.91
	WOLF	SHARYL	E	15	MAILPIECE DESIGN ANALYST	\$887.16
	ZIMMERMAN	JAN	H	19	ENVIRONMENTAL COMPL COORD	\$1,978.79

*TOTAL FINANCE 467869

\$162,891.07

468015	FEIST	JUDITH	E	18	RETAIL SPECIALIST	\$2,303.57
	HOLLOMAN	CYNTHIA	M	16	SUPV RETAIL	\$35.06
	INGERSOLL	RENAE	S	16	SUPV RETAIL	\$2,009.46
	LEINGANG	MICHAEL	A	16	SUPV RETAIL	\$589.56
	MAGNUSON	EMIL	A	16	SUPV RETAIL	\$2,099.86
	MILES	JANA	L	16	SUPV RETAIL	\$845.22
	SAMPLES	CATHY	A	18	RETAIL OPNS ANALYST (DIST	\$2,026.79
	WITTE	MARY	J	16	RETAIL SPECIALIST	\$1,222.81

*TOTAL FINANCE 468015

\$11,132.33

468262	KLINGHAGEN	JOYCE	E	15	POSTMASTER	\$683.67
469810	HAMPTON	MICHAEL	R	20	POSTMASTER	\$2,076.58
	HAUGSDAL	LEONARD	A	20	POSTMASTER	\$1,961.71
	SCHNEIDER	TERRY	L	16	SUPV CUSTOMER SERVICES	\$1,492.47

*TOTAL FINANCE 469810

\$5,530.76

*TOTAL LOCAL 0718-SIOUX FALLS AREA LOCAL

\$249,451.84

AMERICAN POSTAL WORKERS UNION
INDUSTRIAL RELATIONS DEPARTMENT
(3) EVA SPECIAL PAY STATISTICS
BY STATE, LOCAL & FINANCE NUMBER
05/08/00

SOUTH DAKOTA
0718-SIOUX FALLS AREA LOCAL

FINANCE #	LAST NAME	FIRST	MI	LEVEL	TITLE	EVA PAYMENT
467869	HAGEN	GAIL	L	16	CUSTOMER SERVICE REPRESN	\$2,195.86
	HAGER	DENISE	C	15	POSTAL SYSTEMS COORDINATO	\$1,821.61
	HARBECK	BRADLEY	R	16	CUSTOMER SERVICES ANALYST	\$1,482.27
	HARBECK	KIM	R	23	MGR MARKETING (DISTRICT)	\$2,557.80
	HAUGE	GLORIA	R	22	MGR POST OFFICE OPERATION	\$2,856.25
	HAY	KATHLEEN	K	16	CUSTOMER SERVICE REPRESN	\$1,070.77
	HEILMAN	DENNIS	F	17	PURCHASING SPECIALIST	\$2,293.24
	HUMMEL	JON	M	22	MGR POST OFFICE OPERATION	\$2,552.42
	HURLEY	GREGORY	S	19	BUDGET/FINANCIAL ANALYST(\$2,009.09
	INGALLS	CAROLE	A	11	SECRETARY	\$577.37
	JOHNSEN	DONALD	H	19	FACILITIES ENGINEER	\$2,370.75
	JOHNSON	BARBARA	J	11	HUMAN RESOURCES ASSOCIATE	\$619.99
	JONES	DAVID	A	23	MGR HUMAN RESOURCES (DIST	\$3,274.96
	KLEMPKA	JANICE	E	17	EEO COUNSELOR/INVESTIGATO	\$1,521.56
	KREAGER	CAROL	M	17	HUMAN RESOURCES SPECIALIS	\$2,286.31
	KREAGER	ROBERT	J	18	OPERATIONS QUALITY IMPROV	\$2,393.96
	LARSON	PATRICIA	L	19	LABOR RELATIONS SPECIALIS	\$1,875.26
	LEMLEY	ARDEN	W	18	REVENUE ASSURANCE ANALYST	\$2,142.42
	LETEXIER	REBECCA	J	15	HUMAN RESOURCES SPECIALIS	\$548.37
	LIVESAY	ROBERT	W	20	ARCHITECT/ENGINEER	\$2,138.01
	LOEB	MARY	L	20	MGR BUS CUSTOMER RELTNS (\$1,904.79
	LOGUE	DONALD	G	22	MGR POST OFFICE OPERATION	\$2,920.46
	LUNDE	COLIN	W	17	FACILITIES SPECIALIST	\$2,275.84
	LYNCH	BONNIE	J	17	DELIVERY/RETAIL ANALYST	\$2,051.51
	MCCANN	GARY	L	21	MGR ADMINISTRATIVE SERVIC	\$2,767.81
	MEAD	SCOTT	A	19	MGR ADDRESS MANAGEMENT SY	\$2,216.66
	MOE	MARGARET	A	13	CUSTOMER SERVICE REPRESN	\$1,471.57
	MOORE	DENNIS	J	25	MGR POST OFFICE OPERATION	\$3,107.47
	MORAVEC	THOMAS	J	15	BUSINESS MAIL ENTRY ANALY	\$1,931.38
	NIEMEYER	WARREN	E	18	SUPV FINANCIAL SERVICES	\$2,303.57
	OLSON	SYLVIA	A	17	POSTAL SYSTEMS COORDINATO	\$2,293.24
	OVERVOLD	MARY	B	16	MAILING STANDARDS SPECIAL	\$1,849.44
	PAPKA	LORRIE	M	19	DIVERSITY DEVELOPMENT SPE	\$2,096.80
	POTOCKI	LOUISE	M	16	MAILING STANDARDS SPECIAL	\$2,106.56
	PROCHAZKA	PAULA	B	23	MGR OPERATIONS PROGRAMS S	\$2,917.59
	REED	SHARON	J	21	MGR PERSONNEL SERVICES	\$2,224.41
	REEP	THOMAS	D	16	ACCOUNT REPRESENTATIVE	\$987.12
	RIPPER	RICHARD	M	15	HUMAN RESOURCES SPECIALIS	\$1,741.17
	RODRIGUEZ	JEAN	A	13	CUSTOMER SERVICE REPRESN	\$990.92

AMERICAN POSTAL WORKERS UNION
INDUSTRIAL RELATIONS DEPARTMENT
(3) EVA SPECIAL PAY STATISTICS
BY STATE, LOCAL & FINANCE NUMBER
05/08/00

SOUTH DAKOTA
0718-SIOUX FALLS AREA LOCAL

FINANCE #	LAST NAME	FIRST	MI	LEVEL	TITLE	EVA PAYMENT
467866	SELLE	GREGORY	J	21	MGR CUSTOMER SERVICES	\$2,708.69
	STEMBER	STEVEN	D	16	SUPV CUSTOMER SERVICES	\$1,823.29
	THOMPSON	VERNON	W	16	SUPV CUSTOMER SERVICES	\$1,014.99
	VAN BEMMEL	RAINER	G	17	SUPV DIST OPERATIONS	\$2,206.65
	VOGEL	JEROME	S	16	SUPV CUSTOMER SERVICES	\$1,769.74
	WULF	BYRON	D	15	OPERATIONS QUALITY IMPROV	\$1,428.91
*TOTAL FINANCE 467866						\$55,016.03
467868	CHENEY	RAYMOND	A	16	MGR VEHICLE MAINTENANCE F	\$1,956.57
467869	AALBERG	JANICE	A	19	MGR TRAINING	\$2,348.74
	ALBERTSON	GREG	O	23	MGR FINANCE (DIST OFFICE)	\$2,531.85
	ANDERSON	MARY	D	11	SECRETARY	\$474.57
	ASHBY	MICHAEL	D	19	INDUSTRIAL ENGINEER (FLD)	\$1,554.60
	BATA	MICHAEL	J	16	CUSTOMER SERVICES ANALYST	\$1,589.50
	BELLMORE	PAUL	L	21	MGR INFORMATION SYSTEMS	\$1,948.27
	BLANCK LOVELACE	DEBORAH	K	16	ACCOUNT REPRESENTATIVE	\$620.03
	BLOGG	BILL	C	15	POSTAL SYSTEMS COORDINATO	\$421.92
	BOELTER	JAMES	S	21	MGR LABOR RELATIONS	\$2,717.91
	BOLTJES	THOMAS	H	16	CUSTOMER SERVICES ANALYST	\$2,022.30
	BRATTVET	RANDY	L	18	FINANCIAL SYSTEMS COORDIN	\$2,047.05
	BRUNSVOLD	JULIE	A	15	ADDRESS MANAGEMENT SYSTEM	\$1,864.45
	BUTTERFIELD	LINDA	M	15	STATISTICAL PROGRAMS SPEC	\$726.27
	CINK	DORENE	R	11	SECRETARY	\$624.33
	CLARKSON	ROBERT	T	21	EMP/WORKPLACE INTERVENTIO	\$508.23
	COOLEY	DIXIE	L	15	HUMAN RESOURCES SPECIALIS	\$2,087.91
	COWELL	JAMES	H	22	MGR POST OFFICE OPERATION	\$2,915.21
	DAHL	MARCELLA		15	ADDRESS MANAGEMENT SYSTEM	\$2,080.61
	DARITY	BRENDA	M	16	OPERATIONS SUPPORT SPECIA	\$1,913.30
	DE BOER	JUDY	K	15	ADDRESS MANAGEMENT SYSTEM	\$1,240.75
	DE SMET	LAURIE	A	16	CUSTOMER SERVICES ANALYST	\$1,543.59
	DONOHUE	JUANITA	L	22	MGR POST OFFICE OPERATION	\$2,427.52
	FELCHLE	CLARION	E	01	MGR PROCESSING AND DISTRI	\$5,546.78
	FLUTO	MARY	B	18	MGR CONSUMER AFFAIRS & CL	\$1,837.55
	FREDRICKSON	KAREN	J	19	MGR BUSINESS MAIL ENTRY	\$2,286.34
	GRINSELL	DOUGLAS	B	17	INFORMATION SYSTEMS SPECI	\$2,197.51
	GROSS	FRANCIS	R	16	ADDRESS MANAGEMENT SYSTEM	\$2,106.56
	GUSTAFSON	CONNIE	A	15	HUMAN RESOURCES SPECIALIS	\$35.06

FIGHTING PRIVATIZATION

THE THREAT IS REAL

By Paul Felton, Editor
The Communicator, 480-481-Local
Ferndale, MI

We all know about the contract with Emery to handle Priority mail. Now the Postal Service is considering contracting out Bulk Mail Centers to private industry. This is not a done deal, but it looks like that's what management wants to do. If they decide not to invest any capital in revamping the BMCs (by privatizing them instead), that money could be spent to speed up the introduction of robots to eliminate the jobs in the Processing and Distribution Centers. Window service is also being redesigned in a manner that facilitates contracting it out. In short, none of our jobs are safe.

The threat is not merely legislative. In the past we often talked about privatization like it was some law Congress was going to consider. All we had to do was make sure we had enough votes to block it. While there are some bills in Congress that we should be watching closely, we should also recognize that under existing law, the Postal Service could contract out virtually all of mail processing, and leave us without work. This won't happen to all of us overnight, but it looks like the powers that be in postal headquarters in Washington are moving in this direction.

This is part of an attack on all working people and poor people. Over the past two decades, while postal wages have remained relatively stable, workers in private industry have taken a severe hit. Plants were closed, strikers were locked out, Unions were busted, and real wages in America plummeted. Now it is postal workers who are under attack.

The villain is corporate greed. CEOs who make several million dollars every year are determined to drive all working people into poverty to increase their own income. No level of profit is sufficient for them; they always want more. That is why corporations like Emery, Lockheed, and Northrup-Grumman are casting their eyes on postal operations. They want to take over a chunk of our work, pay non-Union workers close to minimum wage, and turn a nice profit. They don't care that fragmenting the Postal Service into bits and pieces will wreak havoc with mail service, and they certainly don't care about the postal workers who will be displaced. They only care about their bottom line.

The name of the game is Union busting. Once they have contracted out the most profitable parts of our work, what's going to happen to those of us who are left? If postal management and their corporate co-conspirators get their way, our Unions will be smaller and weaker after we lose significant sections of our work to private industry. What remains of the U.S. Postal Service will be losing money, because the most efficient portions will be in private hands. Management will argue before an arbitrator that they can't afford to pay us anything close to what we've made in the past. They will compare us to the people making lower wages doing comparable work in those sections of the post office that were privatized. That's how they intend to get the 30 percent wage cut that former PMG Marvin Runyon talked about so often.

We have allies. Postal workers can't fight and win this battle alone. But fortunately, we don't have to. Potentially we have many allies. The labor movement must be mobilized to fight this extreme example of Union busting. Anyone who depends on quality mail service is a potential ally. In particular, senior citizens who get pension or social security checks in the mail, and people on welfare would be especially harmed by the disruption of mail service that privatization would cause. People on welfare have another reason to support us - what welfare recipients want most of all is the opportunity to get a good paying job. The destruction of 800,000 such jobs would be a major blow to poor people and welfare recipients. Veteran's organizations should support us, since the Postal Service employs so many veterans. Civil rights and women's organizations should support us for similar reasons. In fact, anyone in America who wants their children to have an opportunity for a decent paying job when they grow up, should support us.

We must mobilize our allies first. The first step in building any movement is not a broad appeal to the entire society, nor is it a plea to the people in power to listen to reason. The first step is to reach out to our potential supporters, to those who may be passively sympathetic. We need to cohere our potential allies into an active and cohesive movement. It is only when we have reached a certain "critical mass," only when our movement has gained considerable strength, that anyone in a position of power will take us seriously.

This is a continuing struggle. The good news is we have some time to build this movement. The Postal Service is a cumbersome bureaucracy that moves very slowly. Even the plans now being considered to privatize the BMCs will take a few years to implement. If we organize, with a sense of urgency but not a sense of panic, we have time to stop it. Organized protests must be a springboard for a continuing effort to build a movement to stop privatization, save postal jobs and preserve quality mail service in America.

Upcoming Union Meetings:

<u>Date</u>	<u>Time</u>
Monday, August 28, 2000	7:00 p.m.
Saturday, Sept. 23, 2000	10:30 a.m.
Monday, Oct. 23, 2000	7:00 p.m.

The above meetings will be held at the F-M Labor Temple, 3002 1st Ave. North, Fargo.

\$200.00 was donated by the Fargo Area Local APWU to the Great Plains Food Bank in July due to the losses from the June 20, 2000 flooding. The food bank provides meals for the needy, and suffered extensive damage from the flood. Special thanks to Tour I PTF Stacey Asleson for coordinating the donation effort!

The Fargo Area Local APWU has three (3) upcoming dates scheduled for arbitration hearings:

**Monday, October 2, 2000
Thursday, October 19, 2000
Thursday, October 26, 2000**

The hearings are the final stop in the grievance process. This is where the hard work of the Shop Stewards is finally put to the test, and where local grievances are decided. If you would like to observe a grievance hearing, please contact John Durham. Most hearings take place at 10:00 a.m. at the Main Post Office in Fargo. Off-the-clock observers are usually welcome. It's a great opportunity to see how your grievances are handled, and observe your union stewards, National Business Agents and officers in action. In some instances, it may also indicate to the arbitrator a larger-than-usual interest in a particular case.

FARGO AREA LOCAL

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Vice President..... Dana Klassen
Financial Secretary Jeff Knutson
Recording Secretary..... Sherri Hilleson
Trustee Bernie Cruz
Trustee Beth Parrow
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Tour 1 Patty Carriere
Tour 2 Stations & Branches Beth Parrow
Tour 2 Stations & Branches..... Dana Klassen
Tour 3 Jeff Knutson
Tour 3 John Durham
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