



# Razorback Scheme

American Postal Workers Union • Fayetteville Arkansas Local 667

February – March 2015

## From the President

### Ike Mills

So much has happened in the last couple of months, it is hard to pick on what to focus. But here we go. First and foremost, I would like to thank all of the individuals that helped to complete the merger between our Local and the Rogers Local; it was a lengthy challenging task. I would like to secondly welcome all of the Rogers members to the Fayetteville Local and encourage you to get involved at whatever level you would like. We would appreciate your involvement and help. The most pressing need is a local steward to help continue Tina's hard work in curtailing management's violations of the *Collective Bargaining Agreement*. If we don't know about it, we can't stop it or change it.

Next is the massive change in the Mail Processing Network. I believe that this is the biggest change I have witnessed in the 21 years I have worked for the Postal Service. For those of us at the Plant, we have seen a huge realignment of bid positions, and they are still tweaking the bids as the months go by. So, keep

your eyes on the bid boards the first Friday of each month. If you have any questions at all about or during the process, please let us know.

The final subject for this article is the upcoming contract negotiations. On the 19th of February the Postal Service and our Union will begin discussing our new CBA. So, stay engaged and keep yourselves informed on the progress by visiting the APWU website (APWU.org). We will pass on what information is given to us. Thank you for your continued involvement and support.

Yours in solidarity,  
Ike Mills

## Attendance Control, Overtime Notification and just what is an 'Investigative Interview'?

Lately the stewards have been very busy dealing with attendance-control issues. Management is continuing to severely crack down on people calling in sick. Many people don't even realize that they can get FMLA for pretty much anything that requires multiple doctor visits. We've had to deal with numerous letters of warning and even a few last chance agreements. This is doubly true if you are a PSE; you need to keep your nose clean with your attendance.

According to the LMOU, management's responsibility is to give you reasonable notification to stay for overtime. *Reasonable notification* is not 6 minutes before you are about to go home. We've been successful in the past with a 30-minute notification. This notification is to be person-to-person, not over the intercom. When you are running a machine, you can't hear the intercom anyhow. Now, if you are given a direct order from management to stay, then you need to stay. We will fight it out in the grievance process later.

*Investigative interviews* are your day in court for things you may have been doing wrong. It is your chance to add your input to the process before discipline may or may not be issued. There has been concern lately with some of the questioning could possibly relate to HIPAA laws – especially concerning attendance interviews. You don't need to answer their questions – if you feel they are unreasonable. But this being your day in court, should you? Most of the questions that are asked in the interview are not meant as an attempt to probe medical information out of you. It is to see if you can get FMLA or if you need help through the EAP process. If we had someone in management abusing this, then we would object strongly. But, really, that's all it seems to be.

Reminder: the LMOU committee is going to begin meeting soon. If you have any questions or concerns about the way your LMOU is written, come and see one of us, or slide a note under the door of the office.

-- Vinny Dachille, Local Vice-President

The *RAZORBACK SCHEME* is the official voice of the Fayetteville APWU Local. However, opinions expressed in this publication are those of the individual writers and not necessarily those of the APWU, Local, officials or Editor. Articles, artwork, cartoons and/or other material are solicited from member readers who wish to share their views. Although freedom of the press is recognized, contributors are exhorted not to submit derogatory material about any fellow union member or to submit any false or unsubstantiated allegation concerning management or any other individual inside or outside this organization. All letters must be signed (if hard-copied) or emailed via an identifiable, recognized screen name and are requested to have been received by the Editor ten (10) days prior to the announced publication date. Names will be withheld upon request. Send submissions to *RAZORBACK SCHEME*, P.O. Box 654, Fayetteville AR 72702; or email to Editor's screen name listed below or on website. Submissions may be returned upon request.

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#### NEXT UNION MEETING:

Sunday, March 15, 2015  
Jim's Razorback Pizza – 1:00 pm

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## Abusive Supervisors & Managers

Over the years I have dealt with several cases of abusive supervisors and managers. Here are some guidelines for doing so – taken from a publicized NALC publication.

1. Call the postal inspectors immediately. It creates an incident report that they cannot get rid of.
2. Get statements and request all discipline involving that supervisor. We just had two letters pulled that were for disrespect by a supervisor [in Iowa] and had him removed. Even ask for EEOs.
3. Call safety and health and notify them immediately.
4. Have a zero tolerance policy on abusive behavior.
- 5 Post the following sheet on what is abusive behavior on your bulletin board.
6. Use the attached grieving supervisors' abusive behavior info and go get them.

## What is abusive behavior?

1. Physical violence: slapping, shoving, punching, etc.
2. Repeated harassment
3. Displays of anger
4. Shouting at employees
5. Threats of discharge
6. Shaking fingers and other "in your face" physical and psychological intimidation
7. Obscene gestures
8. Obscene language
9. Threats such as "You'll suffer the consequences later" or "Don't \_\_\_\_\_ with me or I'll get you fired."

As with sexual harassment, horse-play can be distinguished from abusive attacks by the intensity of the emotions and the feelings of the people on the receiving end. Contact the postal inspectors immediately and then contact your union representative if you are harassed.

## Grieving supervisors' abusive behavior

The *Joint Statement on Violence and Behavior in the Workplace*, signed in February 1992 by NALC, USPS and eight other unions and organizations, provides a contractual basis for filing grievances against managers who intimidate, harass or threaten letter carriers. As stated by National Arbitrator Carlton Snow in his award on the Joint Statement (C-15697), the Joint Statement is not merely a "pledge" or "promise" to eliminate abuse and intimidation in the workplace. Rather, it is a contractually enforceable agreement. As has been demonstrated since the Snow award was rendered in August 1996, the standards set forth in the *Joint Statement* apply not only to craft employees, but also to managers and supervisors. A number of regional arbitrators have upheld NALC grievances against supervisors who have been charged with violating the Joint Statement.

Yours in Solidarity, Phil Morgan  
Local Maintenance Alternate Steward

# Congratulations!

## To Ike & Tanya Mills

Upon the birth of their first grandchild, **Harley**,  
Born Wednesday, February 25, 2015 at 6:30 p.m. Central