

October – November, 2015

## From the President

### Ike Mills

“Time flies when you’re having fun,” they say, and so we must be having fun, because I can’t believe it’s already the end of October. Where has this year gone so quickly?

I just received a letter from National concerning all the smaller offices represented by our local, and the clerks in those offices will receive a combined payment of over \$55,000 as their portion of the \$56 million “Global Settlement” remedy issued by the Arbitrator. Congrats! And don't spend it all in one place.

If you know that your co-worker isn't a Union member, now would be a great time to hand them a sign-up form and invite them to join the Union – the Union (BTW) that got them paid the thousands-of-dollars.

I would like to congratulate our two newest PSEs, Matt and Emily, who were converted to career status. We should see 6 more conversions in November.

I would like to wish you all a safe and joyous holiday season – since this will be the last issue until after the holidays. May God bless you and your families during these times.



### Fayetteville Officers Meet National APWU President at All-Craft Conference, Las Vegas

Left to Right:  
Local President **Ike Mills**,  
National President **Mark Dimondstein**, and Tour 3 Steward, **Matt Alston**

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.

#### OFFICERS

President.....Royce D. "Ike" Mills  
Vice-President.....Andrew Heyd  
Financial Secretary.....Tina Delay  
Recording Secretary.....Rebecca Marks  
Editor-Publisher.....Loren Adams

#### STEWARDS – ALTERNATES

Chief Steward.....Ike Mills  
Tour One.....Ike Mills  
Tour Two Customer Service.....Cheryl Wing  
Tour Two P&DC..... Andrew Heyd  
Tour Two Alternate.....Vinny Dachille  
Tour Three.....Matt Alston  
Tour Three Alternate.....Vinny Dachille  
Rogers Steward.....vacant  
Springdale Steward.....Cris Martinez  
Maintenance.....Phil Morgan  
Maintenance Alternate.....Tony Martinez  
Safety Representative.....Nancy Sramek  
Webmaster.....Jake Lamkins

#### NEXT UNION MEETINGS:

Sunday, Nov. 15, 2015 & Jan. 10, 2016  
Jim's Razorback Pizza – 1:00 pm

APWU Fayetteville Local – 2300 S City Lake Rd  
P.O. Box 654 – Fayetteville AR 72702  
Phone: (479) 571-1006 – fax: (479) 442-7131

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<http://FayettevilleAPWU.tripod.com/>

#### National APWU website:

[www.apwu.org](http://www.apwu.org)

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**Associate Offices:** Rogers, Springdale, Elkins, Huntsville, Lowell, Prairie Grove & West Fork

## The Origin of "Veteran's Day"

By Andrew Heyd, Local Vice-President

As some of you may know, I have taken over as our local Vice-President. I have been a steward primarily for Tours 1 and 2 at the Plant. I will say – I am not very knowledgeable with small office issues or customer service. That said, I believe there are several in our local / state and National Union that I can go to for help and guidance.

I would also like to take this opportunity to thank the veterans who have served this country. Veteran's Day is on November 11<sup>th</sup>, 2015. "November 11<sup>th</sup> was chosen as the official date for Veteran's Day in reference to the ending of World War I. Germany signed an armistice with the Allies that signaled the end of the war at 11 a.m. on November 11<sup>th</sup>, 1918."

**The eleventh hour of the 11th day of the 11th month.**



**President Ike Mills swearing in Andrew Heyd as Vice-President at October Meeting**

## OFFICIAL NOTICE



**At the Local Meeting to be held on Sunday, November 15, 2015 (1 pm, Jim's Razorback Pizza, Fayetteville), a resolution will be introduced and voted on to accept or reject the merger of Siloam Springs members into the Fayetteville Local. All members are urged to attend.**

**Jim's Razorback Pizza is located on MLK Blvd northwest of the I-49 interchange.**

## FIRST AMERICAN SOLDIER KILLED BY ISIS IN IRAQ

By Rebecca Marks, Recording Secretary

The most current news of the first American service member killed in action while fighting against ISIS hit really close to home, literally. He is the uncle to my granddaughters. Rest in peace, Master Sgt. Joshua Wheeler.

Veteran's Day originated as Armistice Day and marked the end of hostilities of World War I that occurred at the 11<sup>th</sup> hour on the 11<sup>th</sup> day of the 11<sup>th</sup> month. So, regardless of the day of the week, it is always recognized on November 11<sup>th</sup>. In 1919 President Woodrow Wilson commemorated the first Armistice Day with these words:

"To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations..."

In 1938 it was made a legal federal holiday for all. And in 1954 the word "Armistice" was replaced with "Veterans" as a way to formally include all veterans of all American wars in the day of remembrance.

Veterans Day is a day not only to remember those who died in service to our country, but to also recognize those who continue to serve today.

Thank you to those who have served and to those still serving, freedom would not be free without you.

## PROPER STAFFING REINSTATED TO BMCs

Submitted by Phil Morgan, Maintenance Steward

For those of you that know me know I transferred from the Des Moines IA NDC and I am in Maintenance, We have finally got good news that everyone wants the USPS to go back the way it was before management's greed took over.

### Arbitrator Hammers USPS in Maintenance Staffing Case WEB NEWS ARTICLE #: 198-2015

10/20/2015 - The APWU won an important grievance involving Maintenance Craft staffing at Bulk Mail Centers on Oct. 19, when Arbitrator Ira Jaffe issued a stinging rebuke to the Postal Service. Maintenance Craft Director Steve Raymer praised the ruling.

The arbitrator directed the USPS to rescind Maintenance Management Order 112-10 (MMO 112-10) and restore the staffing and staffing regulations that were in effect before it was issued (MMO 022-04). The 2010 MMO instructed managers at BMCs (also known as Network Distribution Centers) to utilize the Electronic Work Hour Estimator Program (e-WHEP) to determine staffing, replacing a program known as "BMC-Gold." The use of the new program resulted in the elimination of jobs at all the BMCs that utilized it, Raymer said.

Arbitrator Jaffe laid the blame for the inconvenience his ruling might cause the Postal Service squarely on management. "Any resulting disruption in the development of post-Award maintenance staffing for NDCs is unfortunate, but is the product of the Postal Service's failures to have provided sufficient and accurate information to the Union at the time that the changes were first being considered for formal implementation," he wrote.

He ruled that the Postal Service failed to meet its obligations under Article 19 of the Collective Bargaining Agreement, which requires management to furnish the union with specific information when it proposes changes to handbooks and manuals. "The Postal Service failed to introduce significant and detailed, first-hand information that made clear the projected impact of the proposed changes on wages, hours, and working conditions at the time that the changes were developed and proposed or the actual impact of the changes on wages, hours, and working conditions based upon subsequent events," he said.

Management's "significant failures to comply with Article 19 cannot be dismissed as harmless error," Jaffe concluded.

Speaking on behalf of Maintenance Assistant Director Idowu Balogun, who served as case officer for the grievance, and Assistant Director Terry Martinez, Raymer said, "We are all pleased with the outcome.

"This was the result of a great team effort by our Maintenance Craft officers and attorneys" he added. "The bad faith exhibited by the Postal Service at the arbitration hearing, including raising arguments there for the first time, was some of the worst we have experienced. We had our concerns about this arbitrator being new to the Postal Service and we are very glad he saw through management's shenanigans.

"The Postal Service now has a clear, meaningful and significant path to follow in order to comply with the procedures of Article 19," Raymer said.

Arbitrator Jaffe refrained from issuing a monetary remedy, concluding that such damages were beyond the scope of the case before him. He said, however, that grievances filed locally should address matters that could generate monetary remedies, such as overtime assignments, the effects of staffing reductions, etc.

**Remember, NEXT UNION MEETING is Sunday, November 15<sup>th</sup> at 1:00 p.m. – Jim's Razorback Pizza. See you there!**

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**All Members Invited!**

## Christmas Bowling & Dinner Party

Meal Served While We're Bowling

Saturday, December 5, 2015 - 5:30 – 8:30 p.m.

**FAST LANES / 1117 N. Dixieland St. / Lowell**



Sign-up Sheets will be posted at all facilities and notices sent to all small offices. **Don't miss this exciting event!**



# THE PECKING ORDER

By Loren Adams, Editor

Ever since landing at the Post Office, I've been troubled by one aspect of its atmosphere. One may call it "destructive competition" or just plain "mean spiritedness", but the fact of the matter is – there's a long way to go to improve the work climate. And I'm not pointing a finger specifically at management nor the craft. It involves all. It's a form of self-centeredness or what may be called "self-servingness" – where what the employee focuses on is all-encompassing and what the other employee does is unimportant or irrelevant.

There's also a sprinkle of self-righteousness in the poor attitude – where an employee has the misconception that he or she is "God's gift to work" and everyone else's attempts are worthless and substandard. The employee tries to play the role of the hero – manning a machine alone just to prove he or she is better than "that lazy slob" taking a break. Meanwhile, jobs are lost and the "hero" goes on to greener pastures – or sustains an injury from over-exertion or a personal lack of safety concerns. The attitude degrades to the point that even losses in others' lives are blocked out while one's personal ambitions/goals are the only focus. He or she lives in the bubble of his/her own ego.

I'll give you an example: About 18 years ago, a clerk died of a sudden heart attack. Of course, most employees mourned the loss – at least on surface. But what troubled me were the statements made two sentences later. "By the way, when is management going to post his job up for bid?" I was sickened.

Unfortunately, it wasn't a one-time occurrence. Over the course of 21 years, I've heard this repeated several times – when employees seem more concerned about their own welfare than the tragedy of others.

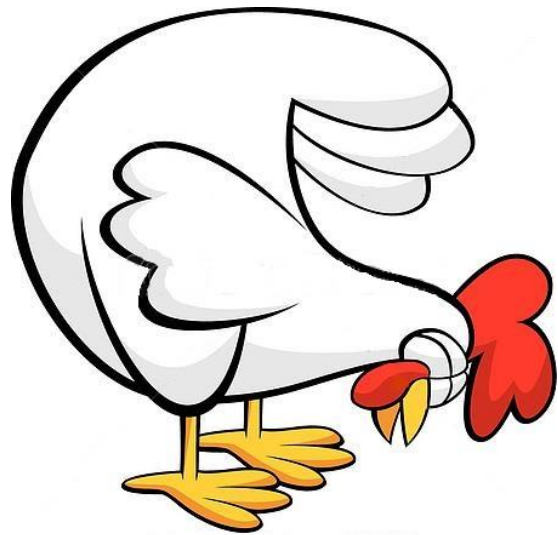
The "postal culture" deteriorates to the **survival of the fittest**, where anyone who suffers an injury or loss is vulnerable. Most postal workers are keenly aware of this unspoken reality. Hence, they must conceal their weaknesses or run the risk of being voted off the island – or worse.

Years ago someone described the phenomenon by comparing it to the pecking order in poultry. Surprisingly, innocent-looking chickens do show signs of cannibalism.

It goes like this: Usually, a weak bird is picked on by a stronger co-chicken, where the weaker ends up injured. Once the bird is bleeding due to assault by the stronger, other birds [in frantic frenzy] immediately join in to pounce on the injured bird. They keep pecking until it dies and then see the remaining carcass only as a source of food.

The old, young, weak and injured are more at risk of being pecked to death by the stronger of the brood. The villainous fox is no better or worse than the family of the poor victim. One would expect better. What a way to die! There's no such thing as "solidarity" in the Land of Meanness.

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Yes, it may be the natural order of things, but it's primitive and uncivil, don't you think? "Inhumane" is the word. Are we no better than birds or beasts?

An employee suffers from an accident, disease, or some other unforeseen mitigating circumstance. Soon his/her attendance is "red-flagged" by management and the discipline process commences. Some fellow workers on the workroom floor instantly think, "Thank God, it's not me!" Actually, they give voice to it, while others take a step further by ridiculing or making fun of the situation. The pecking begins.

Where is that spirit of community... of solidarity... of heart-felt compassion? An injury to one is an injury to all. We're all in this boat together. These "slogans" define the true spirit of unionism. Of course, there are fakes and con artists who abuse the system and privileges, but they're few among us and easily identified. So, why not let the better angels prevail?

*"For I was hungry, and you fed me; I was thirsty, and you gave me drink; I was a stranger, and you took me in; Naked, and you clothed me; I was sick, and you visited me; I was in prison, and you came to me.*

*Then shall the righteous answer him, saying: 'When did we see you hungry, and feed you? Or thirsty, and give you drink? When did we see you a stranger, and take you in? Or naked, and clothe you? Or when did we see you sick, or in prison and came to you?'*

*And the King shall answer and say unto them, 'Inasmuch as you have done unto the least of these my brothers and sisters, you have done it unto me'." (Jesus Christ – Matthew 25:35-40)*

An indictment will not be leveled against co-workers who defend the defenseless. However, judgment will come against those who haven't sincerely cared for the actual needy among us. Abusers may be discovered and dismissed, but the truly needy are part of our work family and we must do all we can to serve, not just by lip-service, but in deed – just the same as we would like to be treated in our time of need. Without this virtue, we are nothing.

That's what union is about.

*(This writing is from an article by Loren Adams, published July, 2009)*