

Razorback Scheme

American Postal Workers Union • Northwest Arkansas Area Local

October 2016

From the President

Ike Mills

All of the events that I mentioned in the last newsletter are in full swing now. All of you should have received your ballots for the APWU national elections by now and I hope you all have cast your votes and returned them by now. They must be received in the PO Box in Washington DC by October 5th or they won't be counted. We printed our endorsements as a Local in the last newsletter. Please participate your vote is important.

We have also started Local negotiations. The parties met on September 19th to establish the ground rules for the discussions and our next meeting is on the 23rd. The final day to submit proposals is next Friday the 30th and the final day of negotiations will be October 19th. If you have any concerns or suggestions now is the time to get them to your Stewards or Officers.

Our Local elections will start at the October 2nd Union meeting at Denny's in Springdale at 2:00 pm. If you're interested in this process, you should be at the meeting.

Our National elections are just a few days away and if you're not registered to vote, you should be, and you should show up at the polls to cast your vote.

The last thing I want to bring up is the Boycott of Nabisco products that our Union and the AFL-CIO have endorsed. Please check the packaging of these products and if they say "Made in Mexico", please do not purchase them. You can go to the APWU website or to the following website:

www.fightforamericanjobs.org to get more information.

Please educate yourself on this issue and support the over 600 of our Union brothers and sisters from Chicago that have lost their well-paid middle class union jobs to corporate greed. Also show the Mondelez company that we will not stand by idly and let them transfer good paying union jobs to foreign countries, where they pay them next to nothing for the same work then charge us the same price they did before for the much cheaper processed product. Let them know we will not go down without letting our voices call them out for these atrocious actions.

Keep up the good fight and God bless!!!



DIANA RHINE from Rogers WINS \$150 by attending August Meeting. This was her FIRST Union Meeting!

The *RAZORBACK SCHEME* is the official voice of the Northwest Arkansas Area Local of the APWU – AFL-CIO. 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 (2) 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.....Cris Martinez
 Financial Secretary.....Tina Delay
 Recording Secretary.....Sonya Kirsch
 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.....Vacant
 Tour Three Alternate.....Vinny Dachille
 Rogers Steward..... vacant
 Springdale Steward.....Cris Martinez
 Siloam Springs Steward...Darrell Barnes
 Maintenance.....Phil Morgan
 Maintenance Alternate....Tony Crowsey
 Safety Representative.....Nancy Sramek
 Webmaster.....Jake Lamkins

NEXT UNION MEETINGS:

Sunday, November 2, 2016 – 2:00 pm
 Denny's, 4861 W. Sunset, Springdale AR
 APWU Fayetteville Local – 2300 S City Lake Rd
 P.O. Box 654 – Fayetteville AR 72702
 Phone: (479) 571-1006 – fax: (479) 442-7131

Websites:

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

National APWU website:
www.apwu.org

E-Mail:

President: roycedmills@att.net
 Vice-President: tofermartz@yahoo.com
 Maintenance Steward:
unionmail@gmail.com

Editor: Loren.W.Adams@gmail.com

Associate Offices: Fayetteville, Rogers, Springdale, Siloam Springs, Elkins, Huntsville, Lowell, Prairie Grove & West Fork



JIM LEWIS PASSES AWAY

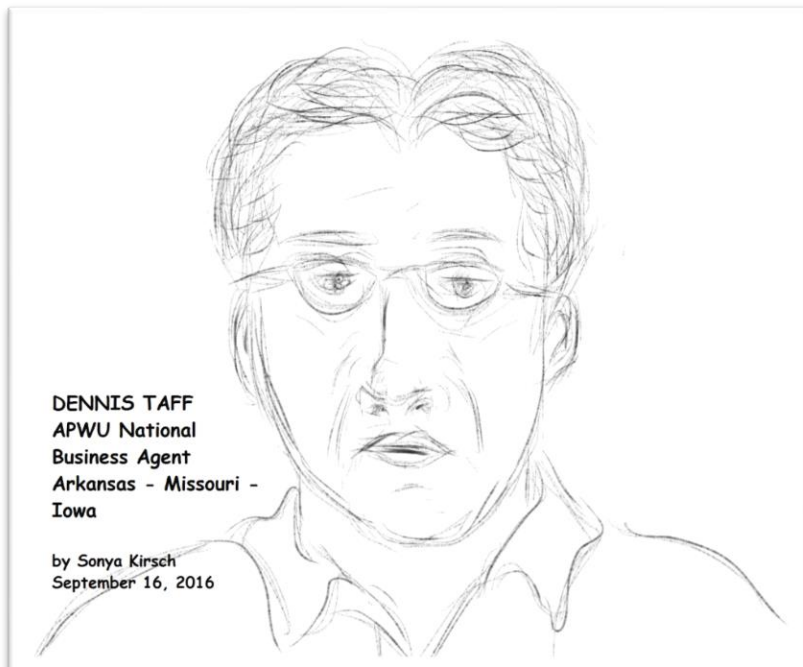
James "Jim" Lewis, 79, Postal Worker and member of the Fayetteville APWU Local for over 30 years, passed away in Springdale on Monday, September 12, 2016.

Jim was born on June 22, 1937 in Montour, Iowa, a son of late Dallas O. Lewis and Eldora M. Lewis. He served in the US Navy. He retired from the Fayetteville Post Office and after retirement he volunteered as a poll worker and enjoyed fishing.

He is survived by his wife of 52 years, Nelta F. Lewis of the home; two children, Crystal M. Taylor and husband Javier of Atkins, AR and Daniel "Dan" Lewis of Bentonville; one brother, Jary Lewis and wife Susan of Port St. Lucie, FL and Rose Carr and husband Jessie of Ft. Smith.

To watch video honoring Jim Lewis, go to:

<http://www.backstrom-pyeatte.com/obituaries.aspx?url=http://hosting-25543.tributes.com/obituary/show/james-jim-lewis-103937772>



KEEPING RECORD OF YOUR ATTENDANCE IS IMPORTANT

– by Tina Delay, Financial Secretary and Maintenance Steward – Rogers

I know some of you know me, but there are a lot of you that don't and a lot of you that I do not know still. Let me introduce myself. My name is Tina Delay, and my home office is Rogers. I just want all of you to know that it is a pleasure to be your Financial Secretary, and I hope to meet a lot more of you as time goes on.

The second reason that I am writing this article is because just recently I had to sit in on an investigative interview for attendance. I just want to remind all of you that the easiest way the Postal Service can get rid of us is due to bad attendance. Please remember to fill out all leave slips in triplicate and have your supervisor sign a copy that they have been notified of your leave request.

Then, when they approve or disapprove your leave in the appropriate amount of time in accord with your LMOU, you have another copy that is approved which prevents them from alleging, "I never saw a leave slip". Secondly, they have no excuse for their taking forever to approve or disapprove your leave.

Please retain copies of your leave slips so when they question you about attendance problems, you have proof as to where you were and that they were notified; because it is my experience that management is worse at keeping records than employees are.

Also, I can't speak for you, but if they asked me about leave dating back to January, I am not going to remember where I was. So, I would have to look it up to tell them.

The only way you can do that is by copies of leave slips or your calendar on your phone where you keep your appointments. However, the leave slips are the only real proof of your leave requests. Do not give them any reason to be able to doubt your attendance; give them proof.

Another thing that is prevalent regarding attendance issues is when you are off for several days for one sickness and the Postal Service mistakenly counts each one of those days as one occurrence. So, if your sickness prevented you from coming to work for three days, then that whole three-day block should be ONE occurrence, not THREE.

But once again, you must be able to document because they won't have the proof; therefore, you had better have your proof to disprove them.

Please pay attention to your attendance, and if you are having a problem that is ongoing, then get FMLA and then they won't be able to discipline you for absences. By all means – please CYA, because no one else will.

Thanks to all of you and all that you do every day. I hope to see more of you begin to get involved in some of the Union activities, because we desperately need all of you. After all, we are all on this boat together. It takes all of us to make everything work.

LMOU (Local Memorandum of Understanding)

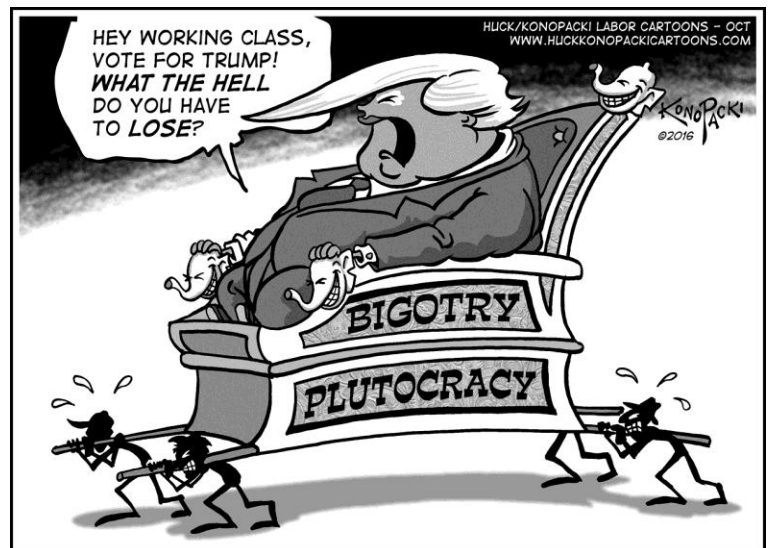
– by Andrew Heyd, Tour 2 Steward, P&DC

The title says it all. On September 16, 2016 we received some much needed training and instruction on conducting LMOU negotiations. This is very important because our local will once again have our LMOU re-negotiated.

What does this mean to you – the Local? Besides the National Contract, this is a smaller, local agreement which pertains just to this office (with Dickon Street and Craft Station offices included). This agreement cannot be in contradiction to the National Agreement. However, there are some additional agreements that we're allowed to make with management.

We have several junior employees in this office. If you don't understand what our LMOU is and how it applies to you, NOW is the time to ask. As for the more senior employees – this is your opportunity to voice your opinion / a valued opinion. I say this because you have seen and experienced so much in this office, your suggestions on what we should keep, change and/or get rid of is valuable and I invite you to give your thoughts and ideas before it's too late. We have less than 30 days to finalize this agreement, so again, your input is vital.

And if you're a PSE in this office, don't be afraid to make suggestions - as PSEs, this local agreement applies to you too!



DBCS STAFFING & OPERATIONAL CODES

– by Andrew Heyd, Tour 2 Steward – P&DC

Recently, an important settlement was reached between the USPS and APWU. This settlement pertains to the proper staffing of the DBCS. I'm sure several who attended the National Convention in Orlando, FL will be writing about this settlement in future articles, and although I didn't attend this convention, I would like to take this opportunity to share my outlook.

As many clerks know, especially those who have worked for the postal service for several years, working under the right operation code is VERY important. It not only shows where an employee is spending their work hours, but also helps enforce the need for certain jobs.

In reference to this recently signed MOU on DBCS staffing, I fear management will assign junior clerks as the "second mail processing clerk" assigned to a DBCS machine. In doing so, as the MOU states, "...second mail processing clerk may perform allied duties as assigned in OCR - BCS - DBCS areas." My interpretation to this is while being assigned as the second mail processing clerk on the DBCS, management will move the clerk around in the area to perform other jobs 'associated' with DBCS operations. It is for this reason (amongst others) that the clerk MUST be clocked on / move to the proper operation (job) which management assigns them to do - when they are not performing the actual duties as the second automation clerk.

Management has the right to change bid jobs due to operational needs. One of the tools the union uses to preserve or justify the need for a bid job is the employee's clock rings. The move report lies within these clock rings. It is the responsibility of the employee to be working under the correct operation code. Your clock rings could easily mean the difference between winning or losing a grievance.

Let me give you an example, if there is a class action grievance filed that pertains to priority mail section or automation section and an award is issued. It could result in the payoff being awarded to those clerks who were actively working in those sections at the time of the violation. If your clock rings show you were working somewhere else (regardless of where you actually were), you might fail to receive your fair portion of the settlement.

If you have any questions as to the VITAL importance this is to our jobs and our future, ask your local union representatives of the importance of working under the correct operation code. If you're new to the post office and you're curious as to what your clock rings show and how your moving from operation to operation would look, just ask your tour steward or local representative and they can have their own clock rings printed for you to understand the importance of being clocked in under the correct operational code.



**NORTHWEST
ARKANSAS AREA
LOCAL Members at
Arkansas State
Meeting, Thursday –
Saturday, September
15-17, Heber Springs
(Greers Ferry Lake).**

Left to Right: "Barney Barnes, Cheryl Wing, Sonya Kirsch, and Drew Heyd. Not shown: Cris Martinez, Tina Delay, and Loren Adams (taking picture)