

Razorback Scheme

American Postal Workers Union • Fayetteville Arkansas Local 667

May 2009

— Remember Moe? —

President Moe Biller in Fayetteville 1999



LEFT to RIGHT: APWU National President Moe Biller and Charlie Hoag at Hilton Hotel, Fayetteville, 1999
(Note Charlie's surprise look when observing Moe wearing a Hog Hat.)

- SUPERVISORS PERFORMING BARGAINING UNIT WORK -

by Andrew Heyd, Tour One Steward

Article 1.6 — “Supervisors are prohibited from performing bargaining unit work at post offices with 100 or more bargaining unit employees....”

It seems there has been an abundance of work being performed by supervisors on Tour 1. Supervisors have been observed running the DBCS machines, pulling down DBCS machines into racks, loading mail into cages, and

throwing SCF letters.

Although the Union has been informed of this action, there has yet to be any witness statements generated.

Let me start by naming a few of the costs this poses to the clerk craft:

- 1. Loss of work hours
- 2. Loss of overtime
- 3. Potential loss of jobs

If a supervisor works a little here, a little there — that little can easily amount to a half hour or so per day. The

union has 14 days to file a grievance, and in circumstances like these, the union can file a continuing violation and accumulate the time over a 2 week period. Thirty minutes per day just over a five-day work-week will accumulate to 5 hours — which could translate into five (5) clerks on the OTDL getting paid one hour overtime each.

You might think, "I'm not on the post tour list;

it doesn't affect me." Maybe not in the short run, but these hours which should have been credited to the clerk craft, and management is performing could translate to loss of a bid job — maybe yours.

This is not just a tour 1 problem. Although the violation is predominantly on Tour 1, this affects Tour 3 as well as Tour 2. Management performing work on Tour 1 is possibly post tour work for Tour 3 or pretour work for Tour 2. Clerks can work up to 4 hours post or pretour. This means, a clerk on Tour 3 sent home after two hours of overtime and management is observed performing bargaining unit work — the clerk could have stayed and performed that work. A timely grievance filed could mean payment to a post Tour 3 clerk at the penalty rate.

Let's not forget the PTFs — we were all there once. Management is trying to keep the PTF hours under 40. PTFs could be brought in and worked versus having management perform the work.

Your union steward or union official can file a grievance but they need your help. The union needs its members to get involved. When you see management working the mail, make note of it. Write a statement and include who did the work, what work was performed, and how long was it performed. The statement also needs your name and date as well. There are forms in the Union Office to guide you through this. Talk to your Union steward or Union official to learn more about what you can do to preserve YOUR work and YOUR job.

WHY WRITTEN STATEMENTS?

By Loren Adams, Editor and State VP, Dist. 6

Stewards and officers can't do it alone. Some co-workers question, "Why should I do anything? Stewards are paid to do all the work."

First of all, stewards are only paid a piddly amount — almost equivalent to their union dues, which isn't much considering the fact they work off-the-clock many times and inherit a whole set of headaches. Excuse me, but stewards cannot do all the work. The union is a collective effort, not a unilateral-acting autocracy. Stewards are gather-



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The RAZORBACK SCHEME is the official voice of Fayetteville APWU Local. However, opinions expressed in this newsletter are those of the writer and not necessarily those of the APWU, union officials, or the Editor. Articles, artwork, cartoons, and other material are solicited from those readers who wish to share their views with others. Although freedom of the press is recognized, contributors are exhorted not to write derogatorily about any fellow union member or to submit any false allegation concerning management or any other individual inside or out of this union. All letters must be signed and in the hands of the editor ten days prior to next scheduled business meeting. Names will be withheld upon request. Send contributions to P.O. Box 654, Fayetteville, AR 72702, or submit to union officials. Submissions may be returned upon request.

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 Tour Three Charles Knight
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NEXT UNION MEETING:

Sunday, May 17, 2009

Jim's Razorback Pizza • 1:00 p.m.

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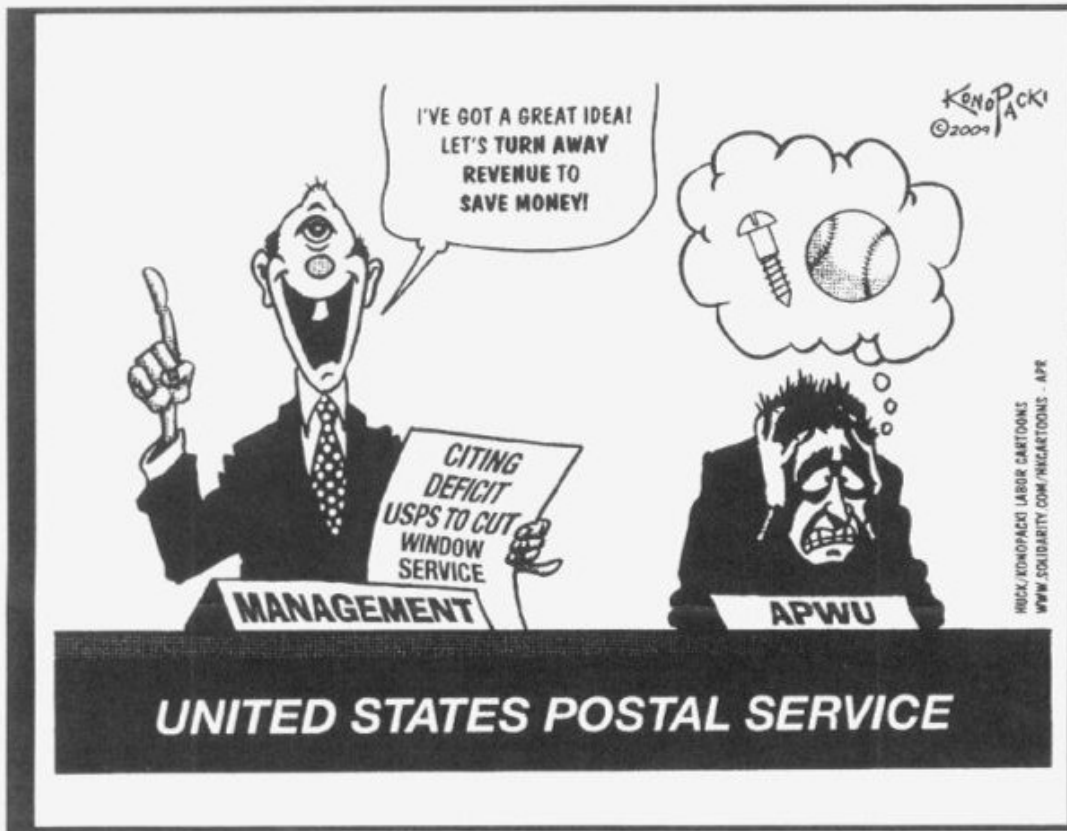
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Attention: Tour 1 Automation Clerks

The Local is investigating for a potential Class Action grievance involving DBCS staffing, referencing both the Contract and JCIM in addition to USPS manuals and handbooks governing proper staffing.

If you would like to contribute information, witness statements, or other input, please contact your steward or union representative ASAP.

ers of documentation that is essential in the success of grievances, and YOUR written statement is the most powerful tool to include in the toolbox. A steward is not omnipresent and cannot be everywhere and see everything. He/she must rely on YOU to be the eyes & ears of the workforce.

As conditions deteriorate as a result of a declining economy, it may seem in our interest to go along with management on every count for the sake of maintaining the bottom line. On the other hand, it must be considered — the financial philosophy and policies implemented that drove America into the ditch are the same that are driving the Postal Service over the cliff. Therefore, the Union cannot concede to these forces and compromise the Contract — especially in this severe time of excessing, downsizing, consolidating, and cutting hours.

So, do you want your rights upheld? Do you want a strong Union? Then participate, write statements, quit griping and start cooperating. A union is only as strong as its members.

NEWS BRIEFS...

National VER — Early Retirements

The Postal Service seeks 150,000 more employees to retire. The National Voluntary Early Retirement (VER), which ends on July 31, 2009, has three effective dates. All VER applications for any of the three effective dates are subject to Area (Dallas) approval. Effective dates are: **May 31, 2009; June 30, 2009; and July 31, 2009.**

To find out more information, log on to USPS website LiteBlue:
https://liteblue.usps.gov/news/ver20088/073109_at_a_glance.htm

NEW FMLA FORMS

New FMLA forms are available in the Union Office. Members may also download them from the National APWU website.

In Memorium



Stacey Bailey passed away
 March 28, 2009.

Wanda Cassidy passed away
 March 31, 2009

NEW LEGISLATION INTRODUCED REPEALING BUSH'S FMLA CHANGES

Legislation is now pending before the U.S. House that would repeal most of the changes to the FMLA law the last administration implemented just 4 days before leaving office.

The "FMLA Restoration Act," introduced on April 29 by Rep. Carol Shea-Porter (D-NH), would "nullify certain regulations promulgated under the FMLA of 1993, and restore prior regulations."

The purpose of the bill (H.R. 2161) is to roll back the harmful changes made by President Bush four days before he left the White House. FMLA regulations that went into effect Jan. 16 have created many problems, such as management contacting workers' doctors without consent, rejecting previously accepted certifications, and requiring employees to predict when they'll be out sick (as if they possess some magical psychic powers). The bill introduced by Congresswoman Shea-Porter is designed to reverse these burdensome, unfair changes imposed by Bush. APWU members are encouraged to contact their representatives to ensure swift passage of H.R. 2161.

District to Eliminate 48 Jobs

The Arkansas USPS District announced 6 May 29 clerks and 19 mailhandlers will be excessed from the North Little Rock processing plant. Excessed employees from Dallas and Houston have recently relocated to Fayetteville, but it's unknown at this time whether employees from the NLR facility will be excessed here, since the initial 100-mile

I'm sorry, Miss Dusseldorf, but if you're not prepared to ask ALL 32 questions to EVERY customer, I'm going to be forced to write you up... or spank you...
Which do you prefer?



withholding radius would have to be extended to include Fayetteville (nearly 200-miles from LR).

Don't have your USPS PIN?

To obtain your PIN:

1. Call PostalEase at 1-877-477-3273
2. Press #1 for PostalEase.
3. When prompted, enter your Social Security number.
4. When prompted for your PIN, pause, then press #2.
5. Your PIN will be mailed to your address of record the next business day.

Welcome Back, Jim Warford!

The genius of it, Frank, it doubles as a letter sorter and document shredder. 2 for 1. We get revenue either way.



DBCS LETTER SHREDDER

Mark
This
DATE!

Union Meeting

Sun., May 17,
2009

1:00 pm
Jim's Razorback
Pizza, Westgate
Bypass (I-540) &
U.S. 62

- New Job Postings
- Stewards' Reports
- Soft Drinks & Cheese Bread on the House!
- YOU COULD WIN \$50!