

June-July 2017

From the President

CYBER SECURITY AT THE P.O.

by Ike Mills

The subject I have picked for this article is **Cyber Security**. You may ask why am I picking that for my article? Well, because I have dealt with several incidents recently where it seems that several employees forget the instructions that they sign off on at the completion of their ‘Cybersafe’ training. There is no acceptable reason for any employee to allow another employee to use their ACE logon and/or password. It is also unwise to ever let anyone work out of your cash drawer when you can be held accountable for any losses associated with your accountability of those monies.

“You know that management sure in the heck won’t step up to the plate and protect you if their butt will have to pay the price for you violating the rules – even if it is because they told you.”

It becomes very difficult to defend an employee in the grievance process when they willfully choose to violate policies and procedures they sign off on and acknowledge that they are aware of and understand their responsibility related to those instructions.



You know that management sure in the heck won't step up to the plate and protect you if their butt will have to pay the price for you violating the rules – even if it is because they told you *“Don't worry about the rules; it won't hurt if you violate those policies”*. They will throw the bus on you in a heartbeat, and chances are they'll be the one driving it because their boss told them, “You issue discipline to them or I'll issue you discipline”. Be smart out there, folks; don't allow management to set you up for discipline.

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.

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NEXT UNION MEETINGS:

Sunday, July 9, 2017 – 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: a.kholos@hotmail.com

Editor: Ldams727@aol.com

Associate Offices: Fayetteville, Rogers, Springdale,
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FREE! (CHOOSE YOUR WEEKEND!) POSTAL BENEFITS / RETIREMENT WORKSHOPS

By Federal Retirement Strategies

Moderated by Jay Davidson and Brent Kwiatkowski

For USPS Clerks, Carriers, Mail-Handlers, Maintenance and spouses

Sunday, July 23rd – 2 to 4 pm

Sunday, July 30th – 2 to 4 pm

Courtyard by Marriot (near NWA Mall)
 600 Van Asche Drive, Fayetteville

TOPICS:

- ❖ When can I retire?
- ❖ FERS & CSRS differences
- ❖ Pension calculation
- ❖ TSP fund explanations / Pay-out options
- ❖ Free TSP investment strategy
- ❖ Military buy-back explanation
- ❖ Paystub code explanation

Please bring your paystubs, TSP forms, notebooks, pens, and any questions. Seating room limited. To reserve seat, contact Brent Kwiatowski at 479-899-5103 prior to the workshop of your choice. Or email Brent at Brent@federalretirementstrategies.com or bkski82@gmail.com

You're Invited!



Union Meeting

Sun., 2:00 pm
 July 9th, 2017

Denny's Restaurant
 Sunset Ave. – just off Exit 72 (I-49)
 4861 W. Sunset Ave.
 Springdale, Arkansas

**You could win
 \$50 Door Prize or More!**

ASK OR GO AFTER WHAT YOU WANT: The worst thing that can happen is you're told 'No'

by Sonya Kirsch, Recording Secretary

I've learned a few things during my postal career, and the most important is that you should never let the aspirations of a fellow employee interfere with decisions you make for you and your family.

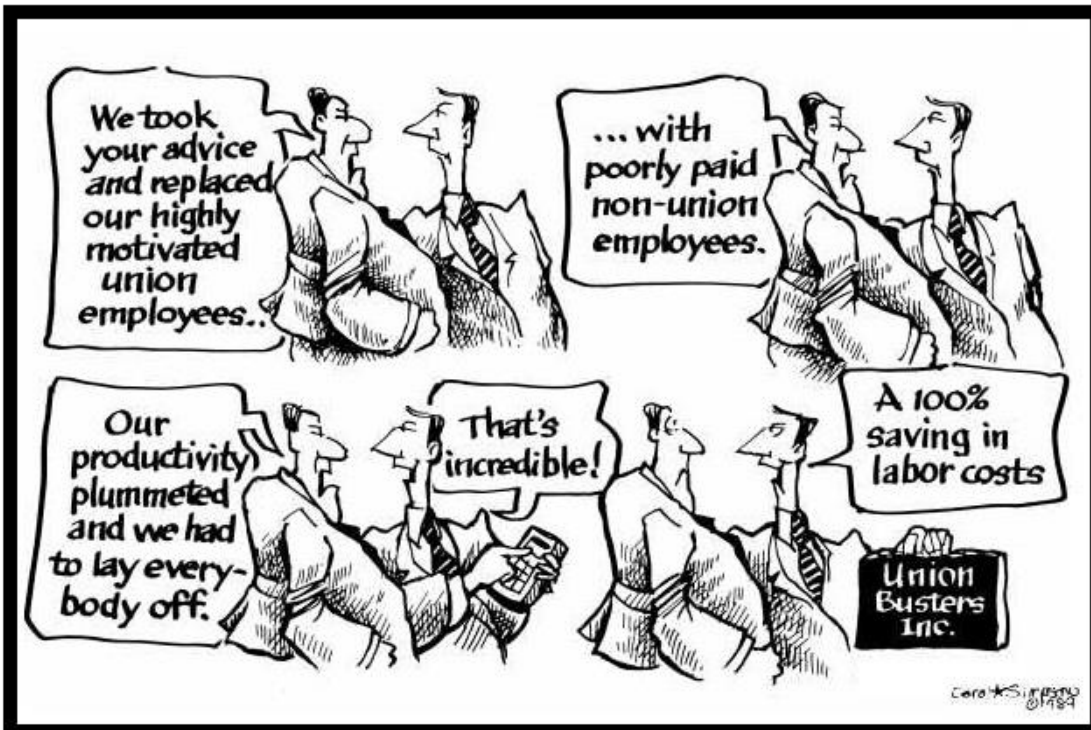
How many times has a job come up for bid that you were hesitant to bid on because you "knew" a person senior to you would also bid on the position? "Why bother? I don't stand a chance," you've thought. Or, "So and so said they would bid on that job with the perfect days off"; so you've given up in defeat without even throwing your hat in the race.

In the past 17 years I've seen people change their minds, or leave job opportunities untouched because regardless of how desirable the position was, it didn't fit a person's or their family's needs. When senior clerks refuse to bid on jobs for any reason, that leaves the possibility open for someone with less seniority to get a highly coveted job.

I've seen clerks with the least amount of seniority get day jobs or window positions because they saw what they wanted and went after it even though the odds were not in their favor. Meanwhile, someone who could have had the position is kicking themselves because they heard a person with more seniority was going to bid on that job, so they didn't even bother.

If you want a job, bid on it! If you are a regular employee, eligible to bid, it doesn't matter what anyone else plans on doing. What matters is that you do what's best for you and your family and go after what you want. The worst thing that can happen is you don't get the position you wanted. The best thing that can happen is you get that job you really wanted.

Bottom line? You won't know until you try, and no one has control over that but you. Don't be your own worst enemy and let the possibility of rejection get in the way of your opportunities. The worst thing that can happen is you're no better off than before you bid.



"The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds."

— Abraham Lincoln

WHEN TWO WORLDS COLLIDE

– by Andrew Heyd –

Every contract is a living embodiment within itself – virtually, a world of its own. What happens when two worlds (two contracts) collide?

Recently, an article was written citing the *JCIM 2012*. Specifically, page 200, Article 17, page 2, question 5 as stated: “*Is computerized or telephone bidding mandatory?*” Response: “*Computerized or telephone bidding is mandatory when both methods are available to all employees in a facility (e.g. general mail facility, plant, station, branch, air facility, etc.).*”

Now, this sounds relatively simple. However, what if an employee couldn’t get through via telephone and didn’t have access to a computer? There is no longer a kiosk in the breakroom for bidding. Yes, management has a computer; and, yes, the Union has a computer; but do employees have general access to a computer at work? Has a standup ever been given that clerks have access to management’s or union’s computer for bidding? Is there anything posted that informs clerks they have access to a computer?

We also have to consider the CBA effective May 21, 2015 through September 20, 2018 – Article 37.3.a.5: “*In instances where more than one assignment is posted, clerks may indicate preference on the **bid form**, or in the telephone or computerized bidding process.*”

The final question: If this facility is a telephone or computerized bidding only, why was a bid box available with bid cards to be utilized? This was a simple inference that bid cards were acceptable as they have been in the past.

In truth, this individual was penalized simply because management took some administrative duties from the clerk craft and placed them within management’s control. In recent past, the clerk holding the secretary job checked the bid box with a steward and supervisor present.

So, the ruling is – as per the *JCIM 2012* – this is an automated / telephone bidding facility. What about all the other jobs in this office that were manually bid from 2012 through present?



Arkansas Spring Meeting, Pine Bluff, March 16-18 (NWAAL members present)