

Razorback Scheme

American Postal Workers Union • Northwest Arkansas Area Local

August 2019

From the President

Make Sure to Clock Over to Your Correct Operation! by Ike Mills

I have chosen to write about the reason we should all move to the correct operation throughout the tour each day. There are several reasons for this, and I will try and cover as many as I can remember during this article.

The first one is the *Function 1 Scheduler*. It is imperative that we are moving correctly so each operation is being credited with the accurate hours so the correct number of jobs can be created at the appropriate time that work is being done.

The second reason is that when you move to a higher level operation you should move on the clock to the correct operation so you get paid the correct pay for the higher level work.

The last one I will cover is the fact that when and if management decides to abolish or revert a position, it gives us accurate information to possibly grieve the actions management is trying to do.

It could be your job we will be able to save in the process. These are our jobs; let's do everything we can to save them.



Members in Attendance at June 2019 Meeting of the Local

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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 Tour Three AlternateIke Mills
 Rogers Steward (Maint) Tina Delay
 Springdale Steward..... Vacant
 Siloam Springs Steward Darrell Barnes
 MaintenanceAxel Ambrocio
 Maintenance Alternate..... Andrew Heyd
 Safety Representative Nancy Sramek
 Webmaster.....Jake Lamkins

NEXT UNION MEETINGS:

Sunday, September 8, 2019 – 1:00 pm
 Foghorn's, 1100 48th Place, Springdale AR
 NW Arkansas Area Local – 2300 S City Lake Road
 P.O. Box 654 – Fayetteville AR 72702
 Phone: (479) 571-1006 – fax: (479) 442-7131

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From PSE to Full-Time Career – H.R. 2478

By Judy Beard, Director, APWU Legislative & Political Department

On May 2, the *Federal Retirement Fairness Act* was introduced by Rep. Derek Kilmer (D-WA-06) and Rep. Tom Cole (R-OK-04). If signed into law, H.R. 2478 would allow postal and federal employees who moved from a temporary (Postal Support Employees – PSEs) to a career position to “buy back time” towards retirement. This legislation would ensure that former, temporary employees would have access to full retirement benefits and would not be forced to work extra years to make up for the time they were not able to contribute.

The buy-back would work by employees making a deposit of 1.3 percent of base pay for each year as a temporary employee, the corresponding interest rate, and the government’s contribution (as calculated by the Office of Personnel Management).

This legislation would affect more than 60,000 APWU members who converted from temporary to career positions. I am asking every active and retired APWU member, and our auxiliary members, to support their brothers and sisters by contacting your member of Congress and asking them to cosponsor H.R. 2478.

Call the Capitol Switchboard at 202-224-3121 to be connected to your representative. (Steve Womack is our Rep.)

Congratulations to Jennifer Boyke who won the \$300 door prize at the August meeting!

Victoria Barnes (daughter of Darrell Barnes of Siloam) was awarded the 2019 Gini Hickman Scholarship of \$500!



UNION MEETING!
 Sun., Sept. 8th, 1 p.m.
 Foghorn's Restaurant
 1100 48th Place, Springdale
 (Take Exit 72 off I-49, turn east 1 block to 48th St signal light, turn L to Foghorn's.)
You could win \$50 door prize!

“Why Should I Get Involved? The Union’s Never Done Anything For Me!”

By “Barney” Barnes, Steward, Siloam Springs

Once upon a time... the average work-day was sun-up to sun-down. Also, the average work-week was 7 days out of 7. No lunch-break, no break of any kind. No sick leave, no annual leave. If you needed to take off for whatever reason, you might not have a job to come back to. But if your kids were old enough to walk, they could (and usually did) work just as long a day as any grownup. Hey, who needs an education? You’ll be told what you need to know by your boss.

Then one day, employers and corporation CEOs held a meeting and decided (out of the goodness of their hearts), **“We need to make laws that take away our power over workers. We’ll give them 2 days off each week without cutting their pay. In fact, we’ll start paying them a wage they can live on. Plus, they should have a list of rights to protect them from the _____ managers we put in charge. Also, young children shouldn’t be forced to work until at least 14 or 15 years-old.”**

Now, the first paragraph, in fact, is taken from history books {*Wikipedia*, in fact}. But if you believe the fantasy in the second paragraph, you should really open your eyes and your mind to reality. And reality is that ALL the rights and benefits you have at work were fought for and won by people like you who got together as a Union and fought owners, managers, and private security agencies [paid for by owners and CEOs who – even in Arkansas – had people murdered to try and stop the unions from making them give up their power]. (Look it up yourself: “*Cotton Pickers Strike of 1891*”, Twelve of the strikers were lynched/hung for wanting better pay and safer working conditions.)

Here is a partial list of the benefits the Unions have gotten for YOU.

- Weekends
- Sick Leave
- Annual Leave
- All Breaks (Lunch, etc.)
- 8-Hour Day
- Overtime Pay
- Child Labor Laws
- Workplace Safety Standards
- Holiday Pay
- Public Education for ALL Children
- Equal Pay Acts of 1963 & 2011
- Employer Health Care
- FMLA Protection

If you’re not in management and still won’t join and become active in the Union that represents YOU, GIVE ALL THESE BENEFITS UP! Don’t be a hypocrite.

Part of you joined the military and fought for this country. Stand up still and fight those who are taking away the very rights others died to get.

See you at the next meeting!

P.S. If you don’t believe the bad things above can come back and happen to you or those you love, look at the Amazon Prime – *Day-Strike* articles. Yes, that could be you!

Who Knows About Your Job?

– by Kaylynn Mills, Tour 1 Steward –

Recently I’ve run into many people who have no clue what exactly goes on in the process of the mail. Many people I run into on a daily basis are surprised that I work nights for the Postal Service. When I start to explain what we do at the plant, so many of the public are shocked how much work goes into getting their mail to them on a daily basis.

I feel that with so many of the public not actually knowing what we do and how much it takes just to get their mail there — they see the Postal Service as an office and nothing more. We need to find a way to let the public see all that it takes for this world of ours to be possible. And to do this, we need more involvement in the local union and community to gain their backing to keep our services open.

How to read your NATIONAL CONTRACT online.

Go to:

https://apwu.org/sites/apwu/files/APWU_CBA_2015-2018.pdf

Or Google search: **APWU Collective Bargain Agreement** and click on link which is a PDF.

Get Involved!

– by Andrew Heyd, Vice-President –

Many of you have been informed. But for those of you that haven't, Vice-President Vinny Dachille resigned from office and transferred to Rochester, New York. Filling the position as our Local's VP is yours truly - Andrew Heyd.

I'm going to be honest with y'all. When we learned Vinny would be transferring (when he initially put in for the transfer), several people asked me if I would be taking over as Vice-President, to which I replied, "No" (sometimes adding a few other words with my response).

I'm hopeful in my dreams to retire in about 3 years; I just want to take it easy. However, when our Local President, Ike Mills, asked me — I couldn't say no. I realized one basic and important fact for which I can't say this enough to YOU, the membership: He can't do this alone!

We have new stewards learning the Contract to better defend it and the rights of the membership. But, people, you've got to step up and get involved. You have all the tools; you have access to information online. I know many of you fear retribution from management, and this is a valid concern. We all fear retribution from management, but persistence and documentation are strong tools.

We hear, "My union doesn't defend me." Really (!?!) If you feel this way, then I suggest you crack open your contract book and learn something on your own. That's what I did -- That's how I got involved. In my first 7 years in Mandeville, Louisiana as a steward, I didn't get paid. None of us did, nor did the officers. We did this; we fought and defended the contract to protect ourselves and the membership.

Even now, just recently (about a year ago) I moved from the Clerk Craft to Maintenance (custodial). I figured, I could just take it easy, not looking to get involved in Contract — especially since I didn't know squat about Maintenance. All was going well 'til I had a disagreement with a supervisor and realized the only way to know the truth about procedure and contractual requirement/obligation was to educate myself — which led me to becoming an Alternate Steward for Maintenance. I'm not asking anything more of you than what I expect of myself.

These are cold, hard facts, people, and I'm sorry for being so blunt. Your officers are getting old; we've been doing this a long time. When we're gone, it's going to be up to you. So, I suggest you get involved now while you have experienced members available and willing to help you learn.

That said — Here is my email address (drewlxiii@gmail.com). If you have my phone number, don't bother calling it. I probably won't answer. Not because I'm trying to be an ass...but because I work Tour 1, the night shift. I sleep odd hours during the day which periodically change and even if some of you are awake when I am...no phone calls on the workroom floor. Texting — I will probably answer. But keep in mind, I also (am trying to) have a personal life outside of work.

I'd also like to take this moment to thank three people in our local... Loren Adams, Tina Delay and Jake Lamkins. Thank you for staying involved even after retirement. Loren is our Local's Editor (as well as the State Editor). Tina remains as our Financial Secretary. Jake Lamkins is our Webmaster and updates our webpage.

COMING SOON!
Union-Made T-Shirts for
ALL Members of Northwest
Arkansas Area Local!

