



December 2020

Introducing the New Local President

Meet James R. Pace

by Heather Jones

Hello everyone! Let's all give a round of applause to our newly elected President, James Pace. James was elected as the union president in November of 2020. He has been with the USPS since November of 2015. Before he began his career with the Post Office, James worked as an attorney in Bentonville, Arkansas from 1985-2015.

"I am looking forward to working with everyone and my goal is to have everyone involved!"

For example: My name is Heather Jones. I am writing this article for James because he was made aware of my talents with writing and entrusted me with the responsibility!

I have had the privilege of meeting James and working with him and I know how great of a person and how willing he is to help those around him.

James would like everyone to know that he is here to help and be accessible to anyone who needs him. "We are all in this together; that's why I joined the union in the first place."

Your opinions matter and your ideas are always welcome! The more people we get involved, the better things will be! Everyone at the Post Office matters, and their opinions in making the work space a better place deserves to be heard. We are all in this together and although right now things aren't like they usually are, we can all stand with one another to help build ourselves along with building USPS. We are a team!

WEINGARTEN RIGHTS

(This is what you should say when approached by a supervisor or manager directing you to attend a "discussion". Either memorize this statement or cut it out to have handy in case such a situation occurs.)

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

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, January 10, 2021 – 1:00 pm
 Foghorn’s, 1100 48th Place, Springdale AR
 NW Arkansas Area Local – 2300 S City Lake Rd
 P.O. Box 654 – Fayetteville AR 72702
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A Little About Myself....

By Cris Martinez, Local Vice-President

My name is Cristofer Martinez, and I am your Local Vice President. I have been the Vice President in the past, and I intent to learn as much as I can, as well as apply what I already know in the 7 years I’ve had with the Postal Service. For the majority of the seven years here, I have been involved in the Union.


I will tell you a little bit about myself, I have 2 daughters, Hayden Zuriah, and Avery Jayde, age 3 years, and 18 months. They are the reason I bust my ass, pardon my language, and I want to give them the best life I possibly can. I am a single father, but don’t let that discourage my commitment to this organization. I will show through my determination, that anything is possible, if you believe.

My interest in the Union began when I was a PSE and my transition to career status was processed incorrectly. I was given a job with hours and days off that were completely incorrect from the residual career position that was rightfully mine. My union steward and President at the time went to bat for me, and I was grateful. I had never been at a workplace where someone did that for me, and I wanted to be able to do that for someone one day.

I will do my best to preserve the values of my title, and represent our membership to the best of my ability. I will also be more involved in writing articles. Our membership deserves to hear from the people preserving our contract, and I apologize for not participating more in prior times.

May you all enjoy your holidays, and more important your family. God bless....

NOTE: For everyone’s safety, please observe rules of masking, social distancing & other CDC guidelines at upcoming meetings.



UNION MEETING!
 Sun., Jan. 10th, 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!

Are You Doing Your Part?

By Kaylynn Mills, Steward, Tour 3

The job of union steward is no easy feat by a long shot. There are many hours on and off the clock under our belts researching and typing up grievances for the crafts they protect, which go unnoticed and without thanks most of the time. Even I did not fully understand how much it took in trying to uphold the Contract we fight so hard to have.

That being said, one thing I have struggled with more than anything else is the fact that people are willing to constantly discuss what and when management violates the Contract. But when it comes time to file a grievance, very few are willing to step forward and complete the task.

That puts more pressure on union stewards than most realize. It would not only make the grievance process faster if members help out by writing statements and filing grievances, it would also relieve some of the stress of your union steward.

Some grievances are a simple cut and paste. Others can take weeks to finish, depending on the scale of the violation and the research needed to complete the grievance. It may be a lot for some and easy for others, but I ask that you have patience with your steward on the timeliness of the grievance procedure, and know that we are doing our best to get your grievances done. So, once again, I ask — Are you doing your part to ensure our job security and that the Contract be complied with?

If It Happened Once, There's Absolutely No Reason It Won't Happen Again

By Loren Adams, Editor

“Those who cannot remember the past are condemned to repeat it.” – George Santayana, philosopher, novelist, poet (1863-1952)

History repeats itself. But only because a lot of people are woefully ignorant.

This rule of thumb is especially true in the Post Office. We're heard warnings of privatization for 30 years to where we've become numb to it. Chicken Little can scream so many times to where we don't pay him any attention.

But this time it's real. This time there's a PMG who's dedicated to dismantling the Post Office, decertifying unions, and shoving you to minimum wage. Have you been paying attention?

Mark Twain is quoted as having said, “History may not repeat itself, but it often rhymes.” You don't have to be psychic to realize events reoccur with regularity.

In this case, the Post Office is a constant cycle. Management deliberately breaks the Contract. Union files grievance. Grievance won after long processing period. Management deliberately breaks Contract again. Union files, etc. I think you catch the drift.

It seems nothing is ever irrevocably decided; nothing is ever set in stone. We have to re-live this nightmare over and over with no end in sight.

For those that don't believe in cycles of history, they are prone to miscalculate: *“The Holocaust is too horrifying to be repeated. The rise of another blood-thirsty tyrant on the world stage isn't possible. A replication of the Cold War is too frighteningly near the edge of annihilation even to be imagined. This can't happen here!”*

Yes, episodes of unspeakable genocide are repeated; tyrants rise and fall; and any nation on earth (including the U.S.) can succumb to the Dark Side. I think we're witnessing a rhyming repeat right now. Tyrant-wannabes are real and are out to take away your democracy and your job. It's not a figment of someone's wild imagination.

Twenty-first Century ostriches ask, “What's fascism? Never heard of Himmler, Goebbels, or Göring. Unions are communists.” People with their heads buried in the sand are easily duped. Workers with no understanding of how unions benefit their lives are easily swayed into cursing them and putting them down.

Who can argue against history's mirror? Some don't choose to hear comparisons; they live in houses without mirrors. Not even the unvarnished truth nor a stark warning can break the spell. They've been given over to delusion because they've rejected truth & facts.

Without a union, postal workers would live on public assistance like so many millions of other minimum-wagers. I wish everyone could at least grasp this one basic truth.

I hope history doesn't repeat itself in 2021. I hope we all survive this awful pandemic (similar to 1918's — remember how history repeats?). If we come together, put our differences aside, and unite as a real UNION, we shall overcome. Solidarity forever!

“The most effective way to destroy people is to deny and obliterate their own understanding of their history.” – George Orwell

UNION FRIENDS 2020

The One Where We Were All Quarantined!

By "Barney" Barnes, Steward, Siloam Springs

I'll admit I didn't watch the show FRIENDS much when it was running on TV years ago. But my daughter has gotten me kind of hooked lately. ("Quarantine TV"?) The thing I find I like the most about the show is how even when one (or more) of the FRIENDS do things that the others don't like or agree with, they still stay FRIENDS. Oh, it might be rough for a while, but they find a way to stay FRIENDS. Just because they are. . . FRIENDS.

I count myself pretty lucky because I have FRIENDS of my own. And even luckier, because some of those FRIENDS are UNION. Not just APWU, but also NALC, Mail Handler, NRLC, Teamsters, IBEW, Arkansas Education Association, and others. Some of my good FRIENDS are not UNION and kind of think that I'm nuts to be part of one. I've tried to explain to them the advantages of being in a UNION, but some just don't agree. But guess what? We are still. . . FRIENDS. In a way, I guess, it's kind of like belief in a particular religion. Most of my FRIENDS believe in God, but a lot of have differing beliefs about religion. We are, still, FRIENDS, and agree or not, we stay FRIENDS.

I also admit that I don't always agree with or like what the UNION does. The politicians they support, the agreements they make with management, etc. But I am UNION and I'll stay UNION. It has helped me make a better life for my family and show me ways to be a better FRIEND. I've met UNION people who put other people first and help others when they are down. Who stand up for the rights of people they barely know when management abuses its power. So, just like I'll stay with my FRIENDS, I'll stay UNION. FRIENDS stand up for FRIENDS; UNION stands for EVERYONE.

Remember, UNIONS are PEOPLE; FRIENDS are PEOPLE; PEOPLE make mistakes, FRIENDS make mistakes; UNIONS make mistakes. FRIENDS forgive.

PEOPLE also, do the right thing; FRIENDS also, do the right thing; and yes, hard as it may be to believe, UNIONS also, do the right thing.

When you do the right thing, there will be some who criticize and mock you for it!

DO THE RIGHT THING ANYWAY!

(Paraphrased from Mother Teresa)

Stay safe. Stay healthy,
Barney



April 2016 Local Meeting

