

Razorback Scheme

American Postal Workers Union • Northwest Arkansas Area Local

April 2022

From the President

New Contract!

by Ike Mills

The most important thing for us this year was the ratification of our tentative collective bargaining agreement. Thank you to all local members who mailed in your ballots. Our National negotiators did a very good job at delivering us decent contract which had the support of the National Executive Board and the National Rank and File bargaining committee. It is better than what we have received in arbitration the last few times, and I plan on voting yes myself. We have to show management we are united and active.

If you have questions or concerns, please call or talk with me and I will try to answer your questions to the best of my ability. Let's do this together and send a strong message of support to the National Negotiators that we appreciate their efforts for all of us.

APWU members across the country voted overwhelmingly (94%) to ratify the new contract on February 28, 2022. It is one of the best agreements in APWU's history. On Page 3 are but a few highlights of the new contract. More thorough details & highlights are online at APWU.org.



**Local President Ike Mills
at Arkansas Postal Workers
Convention, Hot Springs,
March 11, 2022**

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 Pam Beck
 Financial Secretary Axel Ambrocio
 Recording Secretary Cheryl Wing
 Editor-Publisher Loren Adams

STEWARDS – ALTERNATES

Chief Steward Ike Mills
 Associate Offices Steward Pam Beck
 Tour One Enrique Sanchez
 Tour One Alternate Taylor Ingram
 Tour Two Customer Service Raisa Mateo
 Tour Two P&DC Kaylynn Mills
 Tour Two Alternate Raisa Mateo
 Tour Three Miranda Brewer
 Tour Three Alternate Ike Mills
 Springdale Steward Vacant
 Siloam Springs Steward Darrell Barnes
 Maintenance Phil Morgan
 Maintenance Alternate Greg Green
 Safety Representative Nancy Sramek
 Webmaster Jake Lamkins

NEXT UNION MEETING:

Sunday, April 10, 2022 – 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
 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

Financial Secretary: axel.ambrocio@gmail.com

Maintenance: unionmail@gmail.com

Editor: LAdams727@aol.com

Associate Offices: Fayetteville, Rogers, Springdale, Siloam Springs, Elkins, Huntsville, Lowell, Prairie Grove, West Fork, Avoca, Combs, Elm Springs, Goshen, Hindsville, Kingston, Pettigrew, St. Paul, Wesley, Witter

Retirement 101

By Andrew Heyd

End of March, I've been retired for 8 months. I can tell you one thing for sure — I'm not bored. The process, though, was a little stressful. From my retirement date to being finalized, it took nearly 4 months. What helped me through the stages (of waiting) was a Facebook group called US Postal Service Planning to Retire and Federal Employees.

Some of the issues I had were:

- ❖ Was there anything wrong with my packet?
- ❖ When do I get my interim paycheck?
- ❖ How much will it be?
- ❖ How long does it take for a check covering unused annual leave?
- ❖ Why is someone who retired after me already have a specialist assigned?

Odds are, whatever questions you have, someone has either asked it or experienced it. There's a lot of people just like you who're either going through or have already gone through the process.

It's a waiting game, folks. A lot of people (Federal and Military) retiring every month. Make sure you have savings to last at least 6 months — sit back and enjoy the ride.

Saying “Thanks” to our Coworkers, Stewards & Officers

Well, I have been a steward for 4 years. And in that 4 years a lot has happened. The good, the bad, and the ugly. We have survived another Christmas also another year of Covid. Those things alone can make anyone want to rip their hair out. One thing that I have noticed recently becoming more and more prevalent is the lack of gratitude. We all can't keep making much needed improvement on our contracts and benefits that we have all worked so hard to earn and keep. We need to remember to stop every once in a while to say thanks to our fellow coworker, steward, and officers. We all have a part to play in keeping the success of our Union staying a strong, united front. So, the next time you are stressed remember we all can relate.

There is someone else who is willing to listen or possibly going through something similar. At the last meeting Steward Barney Barnes from Siloam Springs read a very touching letter from his daughter thanking the Union for everything they have done to help her in her goal of going to college thanks to our scholarship she was able to apply for and be granted. It was a reminder that even on the worst of the worst days we still have the ability to do something small for someone else that could possibly make their day just a little bit better.

So, I urge you to not forget your second family of brothers and sisters who are here to help with anything you may need. Whether you are a steward, and officer, or a coworker, we are all to stand together in solidarity.

♡ **Always & Forever** ♡ — Kaylynn Mills

A FEW OF THE NEW CONTRACT HIGHLIGHTS

Contract Time Period

- Three-year contract: September 21, 2021 through September 20, 2024

General Annual Wage Increases and Cost of Living Allowances (COLA)

- 1.3% November 20, 2021 (Will be Retroactive)
- 1.3% November 19, 2022
- 1.3% November 18, 2023
- Six (6) Cost of Living Allowances (COLA) for career employees (March and September of each year) with no change to the current formula based on the July 2021 CPI-W. (After the fourth month of the six-month measuring period, the COLA increase is at \$0.39 per hour and will be based on the January 2022 CPI-W Index)
- PSEs receive the general wage increases and an additional 1% increase each year in lieu of COLA (i.e. 2.3% each November)
- \$0.50/hour additional increase for PSEs effective the first pay period of the second full month after the Agreement is ratified

Job Security

- Protection from layoff for career employees with six years of service remains in effect
- Any current career employee on the rolls as of September 20, 2021, with less than six years of service will be included in the no layoff protections for the life of the National Agreement, providing an additional 72,000 career employees protection from layoffs.
- 50-mile limit on excessing of employees
- The current moratorium on subcontracting of Postal Vehicle Service (PVS) work will continue in its present form during life of the Agreement

Holiday Pay

- Juneteenth added to the holidays for career employees for a total of 11 paid holidays per year
- PTF pay rate will be increased effective January 1, 2022 to reflect 11 holidays each year

Health Insurance

- No change to the Postal Service contribution to premiums for those participating in the Federal Employees Health Benefits Program
- 95% Postal Service contribution to premiums of the APWU Consumer Driven Health Plan (CDHP)
- PSEs converted to career will receive credit for time they were enrolled in a FEHBP plan towards the 1-year qualifying period for the 95% Postal Service contribution to CDHP premiums

Part-Time Flexible (PTF) Work Rules

- Schedule guarantee of 24-hour per pay period, increased from 2 hours a pay period
- Guaranteed at least four hours of work or pay when scheduled
- Forty (40) hours of annual leave will be advanced at the start of each leave year for immediate use
- Guaranteed a minimum of one (1) non-scheduled day each service week except during the peak season exception period with notice Wednesday the week prior
- Within 90-days of ratification a One-time Voluntary Transfer Opportunity to residual Full-Time Regular vacancies in larger offices within a district

Automatic Conversion of PSEs in Level 20 offices and above

- PSEs will be converted to career status upon reaching 24-months of relative standing
 - Clerk PSEs assigned to offices Grade 21 or higher will be converted to Full-Time Flexible with such assignments made in accordance with the Clerk Craft provisions of Art. 37.4
 - Clerk PSEs assigned to Grade 20 offices will be converted to Part-Time Flexible
 - MVS PSEs assigned in any size office will be converted to Part-Time Flexible
 - PSEs converted under this provision start at a new Step GG in Grades 5-7 and Step A in Grade 8.
 - Automatic Conversion does not apply to PSEs assigned to Grade-4 RMPOs
- Conversions will still occur prior to the 24-months
 - The "Filling of Residual Vacancy MOU" and Article 37.5.D remains in full force and effect
 - MVS Craft Conversions will be made in accordance with Article 39.2.A.11
 - Conversion occurring earlier to 24-months start at Step FF for Grades 5-7 and Step-A for Grade 8

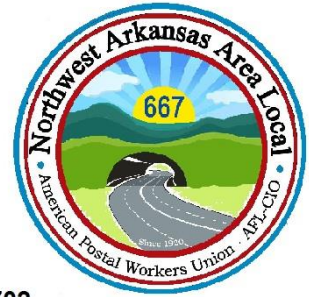
Other PSE Provisions

- Forty (40) hours of advanced annual leave upon completion of an initial 360-day PSE appointment in Level 20 offices and above
- PSEs assigned to Level 4 RMPOs receive an additional one (1) hour of paid annual leave per pay period upon completion of two (2) 360-day appointments
- PSEs assigned to Level 4 RMPOs upon completion of two 360-day appointments will receive 40 hours of advance leave
- PSEs will be offered one (1) non-scheduled day each service week except during peak season with notice the Wednesday the week prior

*Sympathies to Sonya Kirsch
on the loss of her mother*

– APPLICATION –

THE VIRGINIA HICKMAN MEMORIAL SCHOLARSHIP



Please attach a copy of your high school or secondary school transcript and mail to:
Northwest Arkansas Area Local • P.O. Box 654 • Fayetteville, Arkansas 72702

APPLICANT INFORMATION

FULL NAME: _____

ADDRESS: _____

CITY / STATE: _____ ZIP: _____

HOME / CELL PHONE: _____

DATE OF BIRTH: _____ EMAIL: _____

APWU PARENT INFORMATION

NAME: _____

ADDRESS: _____

CITY / STATE: _____ ZIP: _____

HOME / CELL PHONE: _____ WORK PHONE: _____

WORK LOCATION (Postal Facility): _____

EMAIL: _____

APPLICANT EDUCATIONAL INFORMATION

HIGH SCHOOL or SECONDARY: _____ Date of Graduation: _____

COLLEGE or SCHOOL of CHOICE: _____

MAJOR (if decided): _____

Signature of Applicant _____ Date _____

Signature of Parent/Grandparent/Guardian _____ Date _____

NOTE: Send application & documents by July 15th to NWAAL, P.O. Box 654, Fayetteville, AR 72702 — or hand to Local President Ike Mills or Financial Secretary, Axel Ambrocio.