



American Postal Workers Union • Fayetteville Arkansas Local 667

November 2011

– Fighting for Our Jobs – NOW is the time to rally for survival

From our new Local President – Ike Mills

Hello Brothers and Sisters:

Well, here we all are at probably the most severe crossroads of our Postal Service careers. The attacks on our jobs have been elevated to a level many of us has never seen before.

But yet there are many of our fellow employees that are still not doing anything to help our cause or participate in the fight to save our jobs.

I want to personally thank those 11 members from our Local that participated in the rally in Fort Smith on September 27, 2011. The camaraderie displayed was overwhelming. But the fight has just begun. It is going to take all of us getting involved to turn the tide against us. Now is the time for all of us to be involved.

You may ask, how can I get involved? Have you written a letter to your representatives expressing your opinions? Have you talked to your neighbors and friends about how they can help to get the word out and encourage them to get involved?

I am proud of the involvement I have seen from many of our members but on the other hand would like to see much more participation from those that are standing on the sidelines just watching. Many of those standing on the sidelines aren't even Union Members and are letting differences of the past keep them from being involved today. Now is the time to put those differences aside and get involved.

Our Local is only 68% organized at this time we have 80 members and 31 non-members. One way to get involved is to talk to those that are not members and tell them the benefits of Union membership. Another way to get involved is to get active politically at whatever level you feel comfortable. But you need to get involved at some level.

The best place to start is to get the information concerning the bills in the House and Senate concerning the

Postal Service and educate yourself on the issues. If you don't know where to start contact one of the Local Officers and we will get you going.

I would also like to thank Loren Adams and our Maintenance employees that have went out of the way to provide the DVDs to keep us informed of the issues affecting all of us.

Like our APWU President Cliff Guffey has said, it is time for us to identify who our political allies are that support the working families, and then identify those that don't and do our best to get them voted out of office.

Why do we support those politicians that are out to do nothing but destroy our way of life? It is absolutely amazing that many of our fellow co-workers support the individuals that are currently trying to destroy the Postal Service as we know it.

Yes, without a doubt there are probably some Postal Service employees that voted to put Darryl Issa into office and they will vote the same way next time.

I would like to personally thank all of the Veterans and their families for their sacrifices and service to our country and wish them the best during this remembrance of Veterans Day.

CHOICE LEAVE

On August 25, 2011 a new LMOU agreement was signed and put into effect. This was necessary in order to accommodate the new class of employees – postal support employees. However, once opened, we knew there would be changes throughout the agreement. One of the main topics for discussion was choice and incidental leave.

Although the old system of one mass group encompassing all three tours worked in the past, changes in employee complement and mission goals made it necessary to update the way leave is granted. The following is a brief outline pertaining to choice leave. Further details

can be found in your LMOU.

- At least 14% of employees on tour 1 & 3 shall be permitted leave. This 14% is for the entire year (Jan 1 through Dec 31) with the exception of the 3 weeks prior to the last week of Christmas, which will be 5%.
- Tour 2 shall be granted a maximum of 2 people off per facility (i.e. MPO, Craft Station, Plant).
- Commencing the second Monday of November, each employee per tour will be solicited for their choice leave by

seniority. Employees opting to split their selections into two separate choices shall be able to utilize their second choice during round two of the choice bidding period, which will commence on the Monday immediately following the conclusion of first round picks.

- Incidental leave requests may be submitted following the close of round two.

I urge all employees to review their LMOU, specifically Items 4 through 12. Any further questions can be directed to your steward or local Union Official for further clarification.

Christmas Party???

At the last local meeting, a committee was formed to present ideas for a Christmas Party this year. Ideas and suggestions will be presented at the next union meeting which will be held on November 13, 2011. If you have any suggestions, request you submit them to your tour steward or local official.

REMEMBERING FRANK FICKLE

by Loren Adams

Inspiring many of us, Frank was one of the greatest union leaders of all time. He departed from us unexpectedly a few weeks ago, leaving his wife Elizabeth and two lovely children. Frank had just retired in June – which left not enough time to receive his first retirement check.

Frank was well-versed with the Contract. His authority, in fact, came from his knowledge of the National Agreement and other contractual provisions.

It was in 1992 that Frank wrote the famous “Casuals in Lieu of...” Grievance which was arbitrated in our favor 10 years later – and translated into a \$2.8 million settlement [although not paid by USPS for several years after that]. Clerks who were employed during the entire contested period were paid over \$27,000 each; the rest received pro-rated amounts depending on how long they’d been career-employed during the 10-year timeframe.

But Frank made all this possible. And more. Many of us, including me, wouldn’t have made it had it not been for Frank’s representation and intervening power.

I saw Frank as one of our Local’s “Founding Fathers,” along with Randall Woodlee who preceded him in passing-away two years ago. They were a TEAM.

Let us remember Frank Fickle by doing our best to care for one another and using the tools of the Contract to better the workplace and conditions.

ED WARNOCK

Ed passed away a week prior to Frank’s. Ed Warnock was a World War II hero who rescued dozens of men off the U.S.S. Yorktown at the Battle of Midway. After the war, he later started to work for the Post Office as a carrier, then clerk and custodian. Altogether, he worked 45 years for the P.O. and didn’t want to retire, even at age 83 in 2007 when we held an impressive retirement party for him – complete with a letter of commendation from President Bill Clinton, presence of representatives of senators and congressmen, a high-ranking military officer, and the mayor’s staff.

Razorback Scheme

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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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NEXT UNION MEETING:

Sunday, November 13, 2011

Jim’s Razorback Pizza ● 1:00 p.m.

APWU Fayetteville Local ● 2300 S City Lake Rd
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Phone: (479) 571-1006

Website:

<http://members.tripod.com/~FayettevilleAPWU/>

Associate Offices:

Elkins, Huntsville, Johnson, Lowell, Prairie Grove & West Fork

Ed loved his work, his wife and his God. He contributed heavily to his church and visited folk in rest-homes and prisons regularly.

KARA McCONNELL

Kara was a clerk at Prairie Grove. She passed away a few weeks ago also — of cancer. Kara was very young, so leaves a lovely family and children.

INTRODUCING IKE MILLS

I became acquainted with Ike at national conventions a couple years ago. I knew then he was what Fayetteville needed. Ike not only knows the Contract, he's tenacious in policing it.

I made the mistake of nicknaming him "Bulldog" the other month when noticing how persistent he is when defending the Contract. But after talking to his friends from Washington State at All-Craft last month, they said, "No, no. Ike is a pitbull. In fact, that's the name we assigned him." That's when a big lightbulb went off in my head. "You know, you're right! What was I thinking?" He sinks his teeth into issues and doesn't let go. We all laughed.

Ike served 18 years as a steward in Washington — 4 years of which he was President of Tri-Cities Area Local. He's not only tough, but experienced.

It's a refreshing change. Ike is afraid of nothing and no one; his moral fortitude and leadership qualities are A +. He served 14 years as a Marine (along with his identical twin) before landing a postal job in Pasco, Washington. Ike is well-grounded in the Contract and aggressively defends its provisions.

If you haven't met Ike, you will. He's got keen listening skills, as well as communicating thorough knowledge of the Contract. You'll love him. We welcome Ike Mills and are fortunate to have him.

POSTAL CRISIS

As all probably know, we face a situation that could mean the loss of many jobs. Updated information is posted on bulletin boards, through the email ring, and on APWU websites. All of us must do all in our power to survive as postal workers. Have you written your congressman and senators? Have you signed the petition? Have you encouraged your family, neighbors, friends and relatives to make contacts to keep the Post Office alive?

Drew has written an impressive sample letter that's posted in this newsletter. You may take part of his ideas and write your own letter/email.

If you'd like to be on the email ring to receive the latest info, email me at LAdams727@aol.com. Thank you.

Photos from Sept. 27 Rally....



Vinny Dachille, Brenda Jennings & Nancy Sramek (Fayetteville Local members in photo)



Ike Mills at Fort Smith Rally



Recognize some of these?



We marched up & down the street — both sides.

SAMPLE LETTER TO CONGRESSMAN WOMACK

The following is a letter sent to Congressman Steve Womack and may be used as a sample for letters you write & send:

Andrew Heyd
(personal address and phone number removed)
Drewlxii@aol.com

October 8, 2011

Dear Honorable Representative Steve Womack:

I am writing you to request you oppose H.R. 2309, the Postal reform Act of 2011, introduced in the House by Representative Darryl Issa. I'm sure by now you've heard all the arguments that have been presented against this House Resolution. Actually, it was not too long ago that I called and spoke with you on this matter and also participated in a rally outside your office in Ft. Smith, Arkansas.

It's because of the conversation with you and the write-up in the newspaper after the rally that I am addressing you again on this issue. You mentioned in the article that you would "...oppose any measure that puts the financial burden of the U.S. Postal Service on the backs of taxpayers." Well, supporting HR 2309 will cause more the 100,000 postal employees to be laid off, forcing them to apply for unemployment. This will be a direct result of HR 2309 and become a taxpayer burden.

You did mention you wouldn't support any resolu-

tion that cost the taxpayers one dime. Well, looking at HR 2309 — it creates an advisory panel of 5 to oversee such things as layoff's and office closures (among other items). Well, who is going to pay the salary of these individuals — taxpayers? If so, then I can assume you will be "vehemently" opposing this option. And, if it is the postal service who will pay the salary of the advisory panel — how can you really support such resolution when you're laying off so many postal employees because the postal service doesn't have sufficient funds, but creates new management jobs (whose salary will probably be more then we'd ever make)?

HR 2309 does nothing to address the problem, except eliminating peoples jobs. A simpler question, where in HR 1351 (an alternative House Resolution by Representative Stephen Lynch) does it state the Postal Service is requesting any taxpayer assistance? It doesn't. This resolution asks to utilize it's own money that was overpaid. When the taxpayers file their income tax forms...if they overpay — don't they request and receive their money back? All the postal service is asking is to utilize it's overpayment.

I understand the need to "plan for the future." I believe you mentioned this in the conversation I had with you. However, there's no way anyone can predict the future...so, our best bet is to look to the past. The Internet has been around since 2000, and yet the postal service didn't start going into the red till 2006. So, what dramatic change was there in 2006 that caused the postal service to continue operating in the red? The only added burden would be the Postal Enhancement and Accountability Act that requires the prefunding of retirement benefits.

HR 2309 does nothing to address this problem. One can eliminate over 100,000 jobs, close post offices — but the problem will still exist.

HR1351 addresses this cause.

Now, I'm not saying the internet hasn't made an impact on the postal service — but until you remove this unnecessary burden of prefunding, there's no way to know exactly what the level of impact the internet has made.

Shouldn't our elected officials be more interested in correcting the problem than just arbitrarily choosing to lay off so many employees — who, by the way, are taxpayers?

Sincerely,
Andrew Heyd

UNION MEETING



**Sunday, November 13, 2011
1:00 p.m.**

**Jim's Razorback Pizza
Westgate Shopping Center
Interstate 540 & U.S. 62**

- SOFT DRINKS ON THE HOUSE
- YOU COULD WIN \$50 DOOR PRIZE!
(Nancy did last month!)