



Razorback Scheme

American Postal Workers Union • Fayetteville Arkansas Local 667

December 2011

— WHAT DOES 2012 BRING? — Wishing all a Merry Christmas & Happy New Year

A MESSAGE FROM OUR LOCAL PRESIDENT —

Hello Brothers and Sisters:

Well, it sure has been a busy month since the last edition of our newsletter. First of all, I would like to wish you and your families the very best for the upcoming holidays. I know that the uncertainty of our future is trying for all of us, but I hope you all make the very best of this uncomfortable situation during these holidays.

For those of you that have been out passing the word and helping with the efforts to save the facility and our jobs — again, I want to say thank you.

There is a copy of the Town Hall Meeting available on DVD for those of you who were unable to attend. Just ask one of the officers and we can make it available to you.

There were no real surprises from the meeting, and our last chance for input is due to be received by Consumer Affairs in Little Rock by December 30, 2011. For those of you wanting to give input, you may ask us for an input-form to submit, we have them in the Union Office at the plant. Everyone of us should be taking the time to submit our input for this study so that our voice can be heard.

The fight is far from over, but you can't win if you don't fight. Well, once again, thanks for all that has been done by all of you and I wish you all the best during this holiday season and throughout this upcoming New Year.

*Yours in solidarity,
Ike Mills*

AMP STUDY PUBLIC INPUT

Fayetteville, Arkansas Area Mail Processing (AMP)
Comments may be submitted by December 30
addressed to:

Consumer Affairs Manager
420 Natural Resources Dr.
Little Rock, AR 72205-9631

The postal announcement states: "All comments will be fully considered in any decision." Disclose your full name, address, city/state/zip, and phone number. Below this write your comments concerning the Plant closing. As mentioned, the local union has forms that you may use. However, you may write a letter without the form and include the information listed.

The Local generated several questions to be submitted at the Town Hall Meeting. Unfortunately, only about 4 were asked due to Mr. Camp cutting the question-answer session short. Our meeting was supposed to last two hours — from 6 p.m. to 8 p.m., but it was ended at around 7:15 p.m.

The following are a few statements and questions:

"In your presentation, the figures are given showing cost-savings that are, in part, the result of decreasing the workforce by 91 for Fayetteville while increasing the workforce by 51 for Little Rock (net loss of 40 jobs), plus maintenance and management costs. But nowhere in your report do you indicate the loss of revenue due to customers being discouraged from using the Post Office and going elsewhere for courier service — since the service delivery-time standards will be downgraded significantly."

1. **QUESTION:** Has the Postal Service factored in the loss of customers, business, and revenue due to the downgrade in delivery times? Did postal officials figure in the resulting customer dissatisfaction and how they'll be driven to other services and how local businesses will be impacted by the projected loss of 91 decent living-wage jobs?
2. **QUESTION:** In the AMP presentation package there were no FACTS to prove the financial figures that are presented. There are no breakdowns of the cost savings for each category and the transportation costs seem to be severely inaccurate. In several other AMP studies completed by the Postal Service, the additional cost for transportation is much larger for much shorter distances. Why are these figures not

provided in this presentation, and can you explain the disparity in the estimated additional cost for transportation in these reports?

3. **QUESTION:** Your graphs and charts indicate a decrease in First-Class letter mail but there are no graphs showing the vast increase in package, parcel, and Priority mail due to the increased E-Commerce. First of all, where and how did you come up with the figures for future loss of letter mail, and secondly, why wasn't package mail shown which offsets to a degree the loss of revenue in letter mail?

4. **QUESTION:** What are the potential construction costs for the Little Rock Plant to absorb all the gaining workload — considering there has already been one-half million dollars spent on construction at the Fayetteville facility to absorb Fort Smith's volumes?
5. **QUESTION:** As a business, wouldn't it be smarter to first try to improve the production, customer service, and products of the Postal Service rather than making all three worse?
6. **QUESTION:** How is it in the best interest of the Postal Service to move operations from NWA (a facility that has consistently excelled in delivery and production standards) to Little Rock?
7. **QUESTION:** Wouldn't it make more sense to develop plans that would gradually integrate smaller facilities into larger neighboring ones (if the Postal Service could actually prove cost savings) to see if these changes would meet the criteria of meeting current service standards, maintaining a satisfied customer base and at the same time cutting costs for the USPS — saving it from default?

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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, January 15, 2012

Jim's Razorback Pizza • 1:00 p.m.

APWU Fayetteville Local • 2300 S City Lake Rd

P.O. Box 654 • Fayetteville, AR 72702

Phone: (479) 571-1006

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Associate Offices:

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THE WAY I SEE IT....

By Vincent Dachille, Tour 3 Steward

As far as the meeting went, I was very happy to see members of the general public, business mailing companies, as well as many of our own union members in attendance.

The meeting itself went as most of us expected. Mr. Camp side-stepped every question he could with his most common answer being: "This is only the preliminary findings of the study; we may decide not to do it."

He got lambasted by most people there, and he ended the meeting after the question-answer session — running out the door talking about violence in the workplace, while a postal inspector was sitting there seemingly very unconcerned. That seemed a little odd to me.

But I have to say (and may be overly optimistic) — they didn't push the issue as I heard they did in Jonesboro. They (district postal officials) were noticeably unaggressive at the meeting, and from what I've been reading online and hearing from some of my former supervisors and coworkers up in Rochester, New York — many of the districts are going full bore into consolidation mode. In fact, up in Rochester, they are considering moving Buffalo to Rochester, which means employees up in Buffalo have received letters from the P.O. concerning consolidation; they are measuring out space in the Rochester Plant and even forcing mailhandlers to go from Roch P&DC to the Roch L&DC to adjust positions for the influx of employees. Some of that could be rumor, but that's what I've been told.

Down here, we have heard nothing of the sort. In fact, what we mostly hear is how they can't seem to make the numbers line up to make this work. The only thing we've heard is Mr. Camp saying in the meeting at Jonesboro that they can fit the Fayetteville Plant and mail into Little Rock with little or no impact.

We have to keep on fighting. If their minds aren't made up yet, then maybe we can make it harder for them to make the decision to close us. I hope I'm right, and I hope the numbers never line up. This is a great place down here, and the potential for the business side of the Post Office is phenomenal.

I hope everyone has a Merry/Happy Christmas/Hanukkah/Kwanza and wish everyone a healthy and happy New Year. — Viny

FAVORITISM

December 2011

By Loren Adams, Vice-President

The following is taken from a novel about the Post Office which I checked out from the Fayetteville City Library way back in 1995. The place is Los Angeles. The year? (To be disclosed later in article.)

A supervisor is observed by several postal employees in the L.A. Processing Center gravitating toward the attractive female just recently hired as PTF [not yet past her 90-day probation] working city cases. He hangs around her assigned area night after night attempting to initiate casual conversation. "You say you're from Kansas City? What a coincidence! Both my parents were born in Kansas City," the sup mentions as he leans conspicuously closer to the PTF. Of course, these are the days (years) before automation. Every other clerk in the facility is required to case one tray per 23 minutes, but for some reason the freshman PTF is excused from that yardstick. Fact is, she doesn't know the scheme and others must "refresh" her memory. Unabated, the sup continues his amorous chitchat with the young lady.

"Where does 2900 Roteford go?" she asks. "Try throwing it to 33," another clerk generously interjects (hoping to gain a nod of approval from the charmed, captivated supervisor).

No one would bother mentioning blatant favoritism, save for the fact the sup turns around and requires others to perform par speed with accuracy. When Hank finishes his tray, the supervisor snaps, "Chinaski, I timed you on that tray. It took you 28 minutes!" Never factoring into account Hank's tray consisted mostly of postcards, the sup threatens job-threatening discipline. Although Hank completes other trays in just 7 minutes because of the letters' thickness, his past achievements go unnoticed. Obviously the supervisor has it out for Chinaski and ends up issuing discipline.

Meanwhile the young female who never learned the scheme in the first place gets away with casing one tray per 40 minutes..... that is, 40 minutes with clerks on all sides assisting.

What year did this take place? 2011? No. Try 42 years earlier — 1969 in the bastion of 60s liberalism — L.A. Favoritism knows no decade nor century.

This episode is from a novel published in 1971 by Charles Bukowski based on his research of the Post Office in California in the 1960s. (*Post Office*, Charles Bukowski, 1971, Black Sparrow Press, Santa Rosa, California)

But the similarities are timeless — Favoritism is an incurable scourge. Whether it's '69 or 2011, this type injustice persists. Some workers are favored for one reason or another on the workroom floor and the result is job disparity, unequal treatment and unfairness. In turn, all

these moral defects lead to potential conflict; "favoritism" is not a victimless crime. Managers are not the only ones to blame; unions have also displayed favoritism by catering to a few on the "inside circle." Yes, we're not perfect.

A pretty face (be it male or female) is many times the focus of favoritism, but not exclusively. An employee may be a chronic troublemaker that receives favors just to silence or deflect his/her discontent. The rationale? Better to isolate than confront the non-productive. His/her absences and tardies may be overlooked while others get the axe. Or he/she may be inefficient, so management assigns that person to easier, higher-level tasks as remedy. The pattern may be, "The dog that growls the loudest, gets the biggest bone — (the cushy job)." Indeed, this is "favoritism" because it overlooks others that play by the rules, seldom complain, are on-time, do a good job, but still are rarely, if ever, offered better opportunities, changes of schedule, higher-level, or some other perk.

Unfortunately, the Contract alone cannot cover all bases, and management is not to blame for everything. They may not in every instance even be intentionally favoring one employee over the other; history shows us it just happens. Nevertheless, we as individuals must do our part to bring it to light. Scheduling, over-time opportunities, granting of schedule changes while denying others unreasonably, high proportionality in hiring relatives, affection or marriage to those in "favor" with the boss (nepotism), ignoring some employees that desire to work higher-level jobs voluntarily while consistently placing others into those jobs without hesitation.....these are some of the issues and forms of "favoritism" your union should address.

LEGISLATIVE DIRECTOR

Recently, I have been appointed Legislative Director for Arkansas, and in that capacity I am tasked with keeping members informed about current congressional and postal news related to closings. As you're aware, we are still in crisis mode — despite the temporary stay requested by Senate Democrats and granted by postal officials until May 2012.

As I see it, the only way around the government gridlock which is stymying the Post Office as a byproduct (repayment of overfunded pensions and benefits) is for the public to appeal to their legislators on behalf of their Post Office. And by "public," I also mean the prominent businesses that have a strong interest in maintaining an efficient mailing service across the nation.

More updated information will be provided at our State Meeting in Hot Springs, February 16-18. It is important that our Local leaders be keenly aware of situations unfolding.

Some Facts About the United States Postal Service:

- The USPS receives NO TAX DOLLARS! The USPS is financially independent from the rest of the federal government, generating all of its own revenues with no subsidies from American taxpayers.
- Has one of the lowest First Class Postage rates in the world.
- Provides affordable shipping alternatives to small businesses and individuals who rely on competition.
- In 2010, the USPS recognized 239 employee heroes, by saving the lives of the customers they served, even at the risk of their own lives.
- Over 1.3 million people visit usps.com each day.
- Accepted 6.7 million passport applications in 2010.
- Issued 123.6 million money orders in 2010.
- In 2010 the USPS held mail safely for more than 10 million customers while away from home.
- The USPS is the #1 choice of eBay shippers.
- Since 1971, postage rates as measured by both the Producer Price Index and Consumer Price Index have increased less than consumer prices in general.
- For six straight years, the United States Postal Employees have been rated the most trusted federal employees.
- The USPS delivers more items in one day than Federal Express does in a year and more items in one week than United Parcel Service does in a year.
- More than 53,000 postal employees have joined the National Marrow Donor Program and have made life-saving donations.
- Postal employees pledge yearly an average of \$38 million to charities by using the Combined Federal Campaign.
- Postal employees hold the nation's largest one day

UNION MEETING



**Sunday, January 15, 2012
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!
(Gini Hickman did in November!)

- food drive every year. More than 1.1 billion pounds of food has been collected since the program began in 1993.
- The USPS has risen over \$71.7 million in voluntary contributions from the sale of Breast Cancer Research semi-postal stamps since 1998.
- 149 missing children have been found and reunited with their families due to the "Have You Seen Me" campaign (as of December 2010).
- Competitors of the Postal Service use the USPS for rural deliveries.
- Each year the USPS sponsors National Dog Bit Prevention Week to raise public awareness concerning animal attacks.
- The USPS handles more than 40% of the world's mail volume and more than five times the next largest carrier of letter mail.
- The USPS operates the largest fleet of commercial vehicles in the United States.
- The USPS is the 2nd largest civilian employer in the United States.
- The USPS has the world's largest network of post offices (31,871).
- The USPS supports a \$900 billion mailing industry that employs almost 8 million people.
- Since 1995, the USPS has won more than 75 major environmental awards.
- In 2010 the USPS received the Environmental Protection Agency's WasteWide Federal Government Partner of the Year Award.
- The USPS generated over \$13 million in revenue in 2010 through aggressive recycling and waste prevention.
- The USPS has achieved a 24% reduction in energy use due to building upgrades.
- The USPS has the world's third largest computing infrastructure and maintains one of the world's largest intranets.
- The USPS has more than 17 petabytes of storage capacity, equivalent to more than 46,000 years of songs on an MP3 player and no repeats.
- The USPS is the world leader in optical character recognition technology; its machines read 93% of all hand addressed letter mail.
- Largest Post Office — James A. Farley Post Office, New York, NY (393,000 square feet).
- Smallest Post Office — Ochopee Main Post Office, Ochopee, Florida (61.3 square feet).
- USPS has America's largest retail network.
- The USPS moves mail using planes, trains, trucks, cars, boats, ferries, helicopters, subways, float planes, hovercrafts, T-3s, street cards, mules, snowmobiles, bicycles and feet.
- In December 2011 a review of the performance of universal postal service providers by the Oxford Strategic Consulting (OSC) firm names USPS the best postal service within the world's top 20 economies for access to services, resource efficiency and public trust.

— from Sam Wood, President, Southwest Florida Area Local / American Postal Workers Union