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Western Arkansas Area Local

# The Paper

Volume 29

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## President's Report

### Employees found guilty—given death penalty

Four employees of the Fort Smith post office were found guilty in post office court and were all given the death penalty.—other wise known as duty assignment abolishment.

The employees were charged with being “outstanding employees.” – testimony and documentation presented during the trial proved that the employees were guilty of numerous offenses. These consist of possessing a good attendance record, working when ill, training other employees, giving excellent service to the public, working short handed without complaining, canceling their vacations to help out management, keeping the vehicles running in sleet and snow, performing 204b duties, working overtime when needed and the most hideous crime of going beyond the call of duty.

The charges against these employees all stem from the reports of function four teams who traveled across the state well over a year ago. The teams filed their report with the supreme post office judges and recommended that all these employees be given the death penalty. The supreme court agreed and handed down the degree to the lower courts.

The team was not available to testify at the hearing concerning their expertise. The judge ruled that the team was fully qualified to make those recommendations since they all work in level 13 post offices and they wait on a least 10 customers per day. Also the judges were asked

about the fact

that ten months ago some of the documentation used in the function four report was found inaccurate...the judges responded--“ we are not to question these reports. That are the gospel and we really don't care.”

When the post offices judges were questioned on why these employees were given the harsh penalty of duty assignment abolishment they all stated...if we abolish the jobs of “outstanding employees” we can reduce customer service. We can then continue to spend that money to compensate the function four teams for travel, per diem, and hotel rooms. Also we can continue to sponsor the mystery shopper program and Lance Armstrong. And we can continue to purchases our supervisors a new computer every three months.. Besides, we do not owe employees who are found guilty of being an “outstanding employees” a damn thing. We must do every thing we can to stop the senseless act of being an “outstanding employee.”

Reports indicate that other employees across the state have also received the death penalty for the same crimes. All employees have filed appeals with the courts.

### *Dennis*

ps.. if you have not contributed to COPA please ask your steward for a contribution form---.before it is too late.....



## Vice-President's Report

I must have missed you at the meeting this last Sunday 'cuz I didn't see you there. It's time for all of us to stand together and fight. Your jobs are in jeopardy of being taken away from you, just ask the three window clerks that recently had their jobs taken out from under them. Of course there is a grievance filed, but these three clerks are now having to do other than their bid jobs. The grievances are coming in daily. Step 1's that get denied and then have to go to step 2 that are denied and then sent to step 3 or arbitration. It's brutal in the union office and for the officers or stewards who have to write them up and keep writing until they are mailed to step 3.

I am again asking for help in filing grievances against management for working the mail. If you see a member of management working clerk work let your steward know immediately and get paid. Management knows they work the mail and they are willing to settle their grievances so no one higher knows that they are working the mail. They are not helping you!

I am working on the PTF hours being reduced. Of course, this grievance has also been denied at the step 2 level and will go to the next step. This is an on-going occurrence, so the clock rings for all PTFs, casuals and TEs will be requested each pay period and added to this grievance. They will be charted and kept an eye on. Just do as you are told and keep an eye on your clock rings as well. If management told you 38 hours then work 38 hours. If you are told to go home, clock out and go home. Do not touch anything on your way out the door. Once you clock off the clock you are done, leave it and go home. Also, if any of you see a non-union member working off the clock, please let your steward know immediately. This is a grievance! Stand up and fight for your jobs!

If you are planning on running for any of the four offices the union has: president, vice president,

secretary/treasure or editor, you need to be at the next two meetings to show your interest. I've said this before and I'll say it again, this is your union and you need to be involved. If your four officers are going to step done this coming election, then four of you out there are going to have to get serious and step up and fill these positions. All of you have a part to play in this union, four of you are going to have bigger parts.

See you at the meeting on September 21, 2003.

*Chris Hagen*

### Is Your Number Right?

The union has been asked to encourage our members to make sure they are clocking on the correct operation number when moving from one job to another. This is the 5 digit number. The last 2 digits, LU (location unit) codes are just as important. We also believe that there may be or may have been some base operation numbers that were not correct.

This is information your supervisor should be able to give to you. Ask them to double check you are on the right code. It is in our best interest to have the right number showing where we are doing the work. Jobs are created and abolished by the numbers that appear on reports. I don't like the fact that a job is killed based solely on what numbers are read, but this can and does happen. So please, it is to our benefit to do this right. It's our jobs we are trying to save.



## Minutes from Meeting

August 24, 2003.

Meeting called to order at 1:35.

All officers present.

Dennis read and turned in his report.

Chris gave a report on what she has done this past month.

Minutes from last month's meeting read and accepted.

Financial report read and accepted.

### No old business to report

### Committee Meetings:

**Safety committee** met with the PM. Items discussed included moving the tornado shelter, safety forms, fire drills. He also addressed the lack of participation from the stations.

### New business

Dennis received a letter from the PM. He wants to hold a labor management meeting. Dennis will meet it with the stewards/officers to see what needs to be discussed and then send him a letter to set a date to meet.

Dennis asked who would like to attend the state meeting October 9-11 in Jonesboro. Ron Davis, Corky Hunt and Randy Cope said they wished to attend. Motion by Sheryl B. to send the volunteers to the meeting 2<sup>nd</sup> by Chris, motion passed.

Election Committee will be Sheryl Breedlove, Flo Stumbaugh and Alan Chambers.

Dennis discussed the meeting he had with Senators Lincoln and Pryor and Congressman Boozman. The meetings went well with the Senators, both seem to be against the Postal Commissions Report. Congressman Boozman was not as strong on this issue as we would like. The APWU is currently meeting with other members of the house to see where they stand on the PCR.

Kerry said some of the job codes have changed. We need to start watching the clock rings and be sure you are on the right code for the job you are doing.

Next meeting will be 1:30 ,pm September 21, 2003 at Cavanaugh Pizza.

Motion to adjourn so moved.

**Randy Cope**

### Just a Thought!!

Dennis received a letter from President Burris acknowledging his drive for COPA funds for this area. We all say thank you to those of you who've sent a contribution, no matter how big or small. And I hope the rest will send their part soon. It's to help the fight for our jobs.

More jobs have been abolished. I don't know when or if there is an end in sight. Dennis is very busy fighting this, filing the grievances. Chris is working on several long term issues. Your union is doing what can be done. Support these people. They are putting in a lot of time.

No news on who is running for offices this fall. Let's hope someone steps up for us.

Kerry

Opinions expressed by the writers of articles in this paper are those of the individuals and not necessarily those of *The Paper*, APWU, or local 1211.

# NEXT UNION MEETING

SEPTEMBER 21, 2003

1:30 PM

CAVANAUGH PIZZA

GIVE TO  
APWU  
COPA



## Officers

Dennis Taff...President  
Chris Hagen...Vice-President  
Randy Cope...Secretary-Treasurer  
Kerry Botteicher...Editor

## Stewards

|                         |          |
|-------------------------|----------|
| <b>Dennis Taff</b>      | 783-7898 |
| Window Services         |          |
| <b>Chris Hagen</b>      | 484-6371 |
| Mail Processing Tour 3  |          |
| <b>Karla Shaffer</b>    | 484-6371 |
| Mail Processing T1 T2   |          |
| <b>Randy Cope</b>       | 484-6384 |
| Maintenance T1 T2       |          |
| <b>Thomas Henry</b>     | 484-6384 |
| Maintenance T3          |          |
| <b>Kerry Botteicher</b> | 484-6344 |
| CFS                     |          |
| <b>Bob Harp</b>         | 484-6425 |
| Window/Customer Svc.    |          |

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If you have a name or address change  
please let us know.