

VOTE VOTE VOTE

SALEM UPDATE

Vol. 32 No. 4

April 2011

Tentative Contract Informational Meeting

Sunday, April 17, 2011
10:00 AM to 4:00 PM

At the Union Office at 780 Commercial St SE, Suite 106
It's your contract. Come learn what's
in it so you can make an informed vote.

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Tentative New Contract Janeil Payne, President

.It is with mixed emotions that I tell you we have a tentative new contract. One thing is very clear and that is that the negotiating team worked very hard. For that I thank them. This contract is definitely not from the old school, it is clearly out of the box thinking. I have always believed that the Postal Service represented the dinosaur age in many ways. This contract can definitely change that image. Maybe too much so! What I encourage every member to do is to seriously look over the copy of the contract which you should be receiving with your ballot around April 8, 2011. Then attend the break out session that will be held at the Union Office on April 17, 2011. We will try to answer your questions and concerns to the best of our ability. Make no mistake about it and clearly understand the whether this contract is ratified or not, business is not and can not be as usual for the United States Postal Service. It is my opinion, and my opinion only, that we must work together to make this an opportunity to have our say in shaping the future of the Postal Service. If we do not do it then Congress very well may. Can we afford to allow the current administration to determine the future of the Postal Service?

If this contract is ratified which I and others expect it to be, I along with the other E-Board members will need

your input as to what happens in your office, what hours you would wish to work, if there are hours that can be combined in the smaller offices to create jobs, etc. I do not work in Stayton, Lyons, Independence, Albany, Sweet Home, Lebanon, Dallas, Willamina, Aumsville, etc. You need to help me to negotiate your LMOU's if you have an existing one and to possibly negotiate one if you do not have one. You need to help the Union create the type of work environment which you want. This is a very huge opportunity that has been given to us. We can both work together and with management or sit back and allow management to determine what is going to happen entirely. It is your job, your life, and your future. Get informed. Ask questions. Seek answers. Provide information. Shape your future. BE INVOLVED –NOT A TURTLE HIDING IN ITS SHELL.

Your local officers can not do this alone nor should you expect them to. No matter what size office you work in, be it a smaller associate office or at the Salem Installation you will be effected by the outcome of this contract. Take responsibility for the outcome. Come to the meeting on Sunday April 17, 2011 then do the most important part – Vote the contract up or down. Your choice!!!! Your job depends on it.

VOTE, VOTE, VOTE

It's your contract.

Vote "Yay." Vote "Nay."

But Vote.

Don't let someone else decide for you.

VOTE, VOTE, VOTE

Bob's Corner Post

Bob Patterson, Vice President

The 2010 -2015 Tentative Agreement: I been to the Big City. I seen the elephant, the bearded lady, and been charmed by the slick snake-oil salesmen, who have all drunk the magic Kool-aid elixir. One and all, who are excited more than ever at the dawning of the *New APWU* and the prospect this new National Agreement will provide for APWU members – present and future. Those officers who manifestly believe that this new agreement – this new contract between USPS and APWU – is the best that can be realized considering the present current political and economic realities.

Who am I to say otherwise? For that matter, who are you – the members - to question their judgment and wisdom? For it is they who have a better grasp on the realities of what has been, what is, and what likely will be that promulgates what *must be done* in these desperate times. That is why we elected them, is it not?

So they did. President Cliff Guffey aided and abetted by a bevy of other national APWU officers as negotiators have submitted to you a “Tentative Agreement” that accomplishes two principal things.

- They have skillfully retained much of what currently exists in our Collective Bargaining Agreement. That which has evolved over the past forty years through the process of combined collective bargaining and interest arbitration. This was by no means a small feat.
- Secondly, however, our union negotiators have turned our CBA “on its ear” through a combination of creative, innovative, manifestations in work rule modifications and the creation of new employee categories that will, in effect, provide the Postal Service with significant operational flexibility. So much so that many view these “huge changes” as concessions so profound as to vacate some of the basic principals for which this Union and other unions have long struggled and successfully attained.

Director of Industrial Relations Mike Morris (a chief negotiator) described the circumstances the negotiators were confronted with as “*the Perfect Storm.*” Undoubtedly this was and remains true. Only a few unconscious postal employees could possibly be unaware of the financial, political, and real world problems facing the Postal Service,

postal employees and postal unions during the past five years. The situation is further exacerbated by the ever growing tide of anti-union, anti-worker sentiment being proactively espoused and promoted by corporate America and their political allies.

It was during this period of time, during this “Perfect Storm,” that your Union was faced with the prospect of renegotiating a new National Agreement. The USPS was not and is not flush with cash and is not likely to be so in the near future. Mail volumes show no clear indication of returning to the volumes historically produced. Pressures for privatization, however futile, are stronger now more than ever. Other federal employees have had their pay frozen and benefits reduced and are being laid-off, furloughed, or RIFed in great numbers, while our negotiators were being asked to sustain the status quo or perhaps achieve greater gains.

I suppose one can argue that in the teeth of the “Perfect Storm,” they did remarkably well. But.....

There is a great deal about this contract that is troublesome regardless of that which is good. When all is said and done, it is a contract! Whether it is a good or bad contract and will serve both APWU members and the interests of USPS as intended only time will tell. But.....

Due to the many profound changes – some good, some not so good in my opinion – there will be *unintended consequences* that will manifest disputes and *grievance entanglements* of biblical proportions for years to come. The complexities of this Agreement are such that it will take months and years to properly implement the procedures, much will be left open to interpretation (as it often is), and those areas subject to abuse are incalculable. Even the parties to the Agreement anticipated as much as there are several provisions in the Agreement (Non-Traditional Full-time Regular duty assignments as example) in which local unions will not be permitted to grieve disputes. Any disputes concerning NTFT assignments must be submitted to ADRP for resolution (Alternative Dispute Resolution Process), thus taking essential control out of the hands of the Locals.

The national Union further conceded to the complexities of these comprehensive changes to the T/A when DIR Mike Morris pronounced unequivocally, “those Locals ,

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who are proactive in monitoring and enforcing this Agreement will be successful and those that aren't will not be." Therein lies the rub. Many of the smaller and medium Locals, along with the state organizations may very well lack both the resources and "proactive" unionists to aggressively enforce such radical departures from what was. Only time will tell.

Good Contract / Bad Contract?

It is what it is, it's a contract. I'm rather glad I won't be around to deal with it and I worry somewhat for those that do. I'm particularly troubled by the new category of employee – the NTFT (Non-Traditional Full-time Regular or "Nifty").

Quite obviously space does not permit the officers to fully explain that which we learned while attending the Round Robin session in Portland. And even then many details have yet to be worked out. So Janeil and I and the other officers are setting up a series of open forum meetings for all members who wish to attend to discuss your question-concerns, and any specifics that might shed more light on

the bugs in the corner. I, for one, will not be recommending to anyone to vote this contract UP or DOWN. But you must acquaint yourself with the pros and cons of this contract and then VOTE your heartfelt conscience. This contract will impact you for the remainder of postal career *no matter how much longer* you work for USPS! That includes into retirement.

I cannot over emphasize, the changes in this Agreement are likely to impact nearly every APWU employee in one way or the other before the dust finally settles. I didn't even see this train coming. Right now we have an affirmative duty to discuss the merits of the T/A and to ratify or not. It's in YOUR hands. You will receive your copy of the T/A sometime after April 8th. Vote, but hold your vote until you're familiar with the terms of the T/A.

For the past three weeks I feel like I've been arguing about the bar tab on the Titanic. And that's kind of the point on this contract. I'll expound that thought at the meeting, or you can call me and I'll endeavor to answer your questions as best I can. Bp...



-- GENERAL MEETING MINUTES --**March 29th, 2011**

The March 29th, 2011, General Meeting of the Salem Area Local #604 was called to order at 6:05 PM by President Janeil Payne. A motion was M/S/P to accept the February meeting minutes as written.

REPORTS OF OFFICERS:

Secretary-Treasurer Debra Patterson: No new members the past month, however, Elizabeth Folio dropped out of the union. COPA donations year-to-date are \$472. There are nine (9) delegates slated to attend the OPWU state convention in Portland April 1-3.

Maintenance Craft Director Bob Budlong: Bob reported on the moving of the DBCSs and how some machines may be unlevel and causing some problems as a result. Questions were asked of Bob about the accumulated dust problem at Vista Station and getting the rafters cleaned more than once a year, as well as about 24 hr custodial coverage at the Plant. Bob will be checking in to both of these issues.

Clerk Craft Director Chuck Hentz: Chuck reported on local clerk grievance activity. Employees need to check their eOPFs for any stale discipline that needs to be removed. To get disciplines pulled from official records employees must submit requests in writing to their supervisors, preferably their Postmaster or Plant Manager as appropriate.

Vice-president Bob Patterson: Bob reported on the grievances he has been handling in Lebanon; all have been settled but one, which is pending Step-2. Bob reported on legislative items concerning the Postal Service and postal workers in congress right now. Senator John McCain (R. AZ) submitted one amendment to Senate Bill S. 493 that would decrease the amount of contributions paid by USPS toward Postal Workers health and life insurance. Senator Jim DeMint (R. SC) stated "I don't believe collective bargaining has any place in government." He is pushing to strip public employees' unions and Postal Service of all their collective bargaining rights as part of a labor battle by the GOP against labor unions. There was considerable discussion on the Tentative Agreement; more information will be brought back from state convention after attending the Round Robin on the contract.

President Payne's Report: Janeil presented even more information on the new contract and things happening in Congress. Reported on grievance and activities in the AO's

Old Business: None

Audit Committee: Linda Klostermann reported that Linda Crisp, Patrick Fortune and herself examined the local books on March 20, 2011 and found the books and accounting in good order.

New Business: Patrick Fortune made a motion to donate \$300 to the OPWU scholarship fund, \$30 to the Memorial fund, and \$150 to auxiliary to buy items to send to Oregon National Guard troops. The motion was seconded and passed.

Good of the Union: Pot-of-Glock = \$66: Charles Idler's name was drawn but he was not present to win. The next meeting the pot will increase to \$68.

Door Prize Winners: Rick Laursen, Forrest Pohrman, Edyne Leavenworth and Richard Brown.

NEXT MEETING: Tuesday, March 29th, 2011 at 6:00 PM.

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Members: Patrick Fortune, Edyne Leavenworth, Forrest Pohrman, David MacAdam, Debbie Boaz, Pam Brown, Richard Brown, Kathy Bonney, John Emlen, Rick Laursen and Sue Hudson

Officers & Stewards: Janeil Payne, Bob Patterson, Debra Patterson, Chuck Hentz, Tracy Brown, Bob Budlong, Fred Deleon, and Karl Hegney.

Guests: Bev Ellis- APWU Auxiliary, and Pam Brown’s Husband

Respectfully submitted:

Debra J. Patterson / Secretary-Treasurer
Salem Area Local #604
American Postal Workers Union, AFL-CIO

FOR SALE
Salem Area Local 604 T-shirts
\$12.00 Each
Available in L, XL, and XXL
Limited Quantities
First come, first served
When they’re gone, they’re gone!
See your officers or stewards

TSP Watch

The G, F, C, S, and I, Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis. The changes in share prices reflect net earnings after accrued TSP administrative, trading costs, and investment fees.

	G	F	C	S	I
March	0.26%	0.06%	0.04%	2.06%	(2.23%)
Last 12 Months	2.72%	5.27%	15.62%	26.81%	10.72%

By The Numbers

Debra Patterson, Secretary– Treasurer

I just returned from the 2011 OPWU State Convention held this year in Portland. As usual I had a very good time, attended some quality training, learned a great deal, and spent some quality time with fine union people from around the state, region and country, many of whom I consider dear friends. Once again, and probably for the last time, I want to thank the members of the Salem Area Local for allowing me to represent you as your Secretary-Treasurer at the state convention.

On that note, this was likely my last official appearance at an Oregon state convention, as was my attendance at the national convention in Detroit last August. Both Bob and I have decided that it's time for us to pass the duties of local officers on to others who are interested in doing such things. As I wind down my postal career, I need to look to my ever growing number of grandchildren, Girl Scouts, and other activities that simply consume too much of my time.

Getting back to the state convention, like many others, I had the opportunity to attend the April 1st Round Robin, which was presented by a number of national APWU officers including Executive Vice-president Greg Bell, Director of Industrial Relations Mike Morris, and Clerk Craft Director Rob Strunk and others as they spoke to the terms of the new 2010-2015 Tentative Agreement. I can't say as I'm happy.

I know a lot more of the details now than I did a few weeks ago and I clearly understand their rationale for negotiating many of the new provisions of the contract. But I can also see where the creation of this new NTFT

position, or NIFTY as Mike Morris calls it, could affect me and other traditional full-time employees in a very big way. And not a nice way. I'm a bit worried.

I like the FTR bid job I have now. I may even entertain bidding a T-7 or LSSA job in the future if one opens up, but from what I understand of the new NTFT positions (non-traditional full-time regular), senior clerks like me could be "forced" into a NIFTY position as long as it has 40-hours or more per week. I'm not sure I would want to be forced into a 4/10 or a 4/11 job, or that I would even bid one if such a job were posted.

Anyway, this new contract had a few good things about it, or so it seemed, and it kept a lot of what has always been good about it, which seems remarkable because I was convinced we would go to arbitration. But it seems like we're giving up more than we're getting. Maybe we have to, I don't really know. I'm not really a contract person – I'm a treasurer and numbers person. But I know enough that when you drive a car down a road that has a sign that says "Road Closed," you're likely to have an accident.

I will retire before this contract expires. The so-called pay raises and COLAs will provide me and those like me nothing of real consequence during the next 33-months. My current duty assignment will very likely be affected during that time, but I suppose I can suffer that indignity long enough to retire, assuming the Postal Service can hold it together long enough. That's a question in and of itself.

I went and saw and listened and talked and asked questions and I'm still reading this new contract. I have a nervous stomach. Dj.....



Maintenance Musings

Bob Budlong, Maintenance Craft Director

Hello again APWU brothers and sisters!

I am writing this article on Saturday April 2nd after the second day of the 2011 state convention being held in Portland. I must say that I for one have been convinced that the tentative agreement which we will be voting on later this month is indeed a good contract. No, it's not perfect but it certainly doesn't tip the needle to the minus side of the gauge.

Let me tell you why.

The COLA has been delayed a full year. How is that good news? Well, because we didn't lose it mainly! This one item was my personal trip wire for a no vote. If you have been paying attention to the financial news, the term "quantitative eas-

ing" you would know, is the Federal Reserve firing up the printing presses to shower a massive amount of cash into the financial system. This has been done twice. You want to know why the price of food, gas and paint brushes goes up? It's because the value of the dollar is being devalued! There are some good things that happen, just look at China. They keep the value of their money low so the things they sell to the world look cheaper. Problem is, when the dollar drops your money doesn't buy as much as it did last year. That's called inflation! That is what the COLA offsets and keeps your purchasing power even. With no COLA you WOULD be getting a payout!

The tentative contract works for me, and I recommend a yes vote!

VOTE VOTE VOTE

Come to the informational

meeting regarding our

tentative agreement

on April 17, 2011

10:00 AM to 4:00 PM

780 Commercial ST SE

Learn what's in this

then VOTE!

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Chuck Hentz

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Subject line: Salem Update

Local Data Administrator
(Vacant)

Associate Office Director
(Vacant)

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Albany Director*
(Vacant)

Health Plan Director
(Vacant)

Legislative Director
(Vacant)

*Indicates Executive Board Members

Tour 1 Manual: Karl Hegney
Tour 2 Automation: Janeil Payne
Tour 2 (Exec): Linda Klosterman
West Salem: (Vacant)
Hollywood/Oak Park: (Vacant)
Maintenance: Vacant

Salem Main Office Stew-

Tour 1 Automation: Tracy Brown
Tour 3 Manual: Chuck Hentz
BMEU: Linda Klosterman
Vista: Vacant

(R) Indicates Retired Officer

Tour 2 Manual: Janeil Payne
Tour 3 Automation: Chuck Hentz
Tour 2 (MO): Linda Klosterman
Pringle: (Vacant)
Keizer/Brooks: (Vacant)
MVS: (Vacant)
DCU: Fred Deleon

Representing: Salem, Albany, Stayton, Dallas, Willamina, Sweet Home, Lyons, Independence, Aumsville, Lebanon ,Turner & Monmouth.

Alternates:

Tour 1: Janeil Payne
Tour 2 Mail Processing: Linda Klosterman
Tour 3: Tracy Brown/Karl Hegney



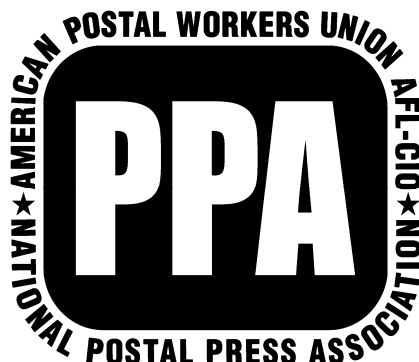
Associate Office Stewards:

Albany Steward: (Vacant)
Dallas Steward: (Vacant)
Sweet Home Steward: (Vacant)

Editorial Policy:

The *Salem Update* is published 8 times a year. Contributed articles will be welcome and will express the opinions of the writer, and not necessarily the opinions or policies of the Union or Editor. The Executive Board reserves the right to refuse to publish any item which in their opinion may be detrimental to the Union. All articles are due five days after the general membership meeting.

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www.Salem604.org

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Mission Street SE and Commercial Street SE
780 Commercial St. SE Suite 106
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Salem Update
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Next Meeting
April 23, 2011
1600 Hours(4:00 PM)
At the Union Office
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