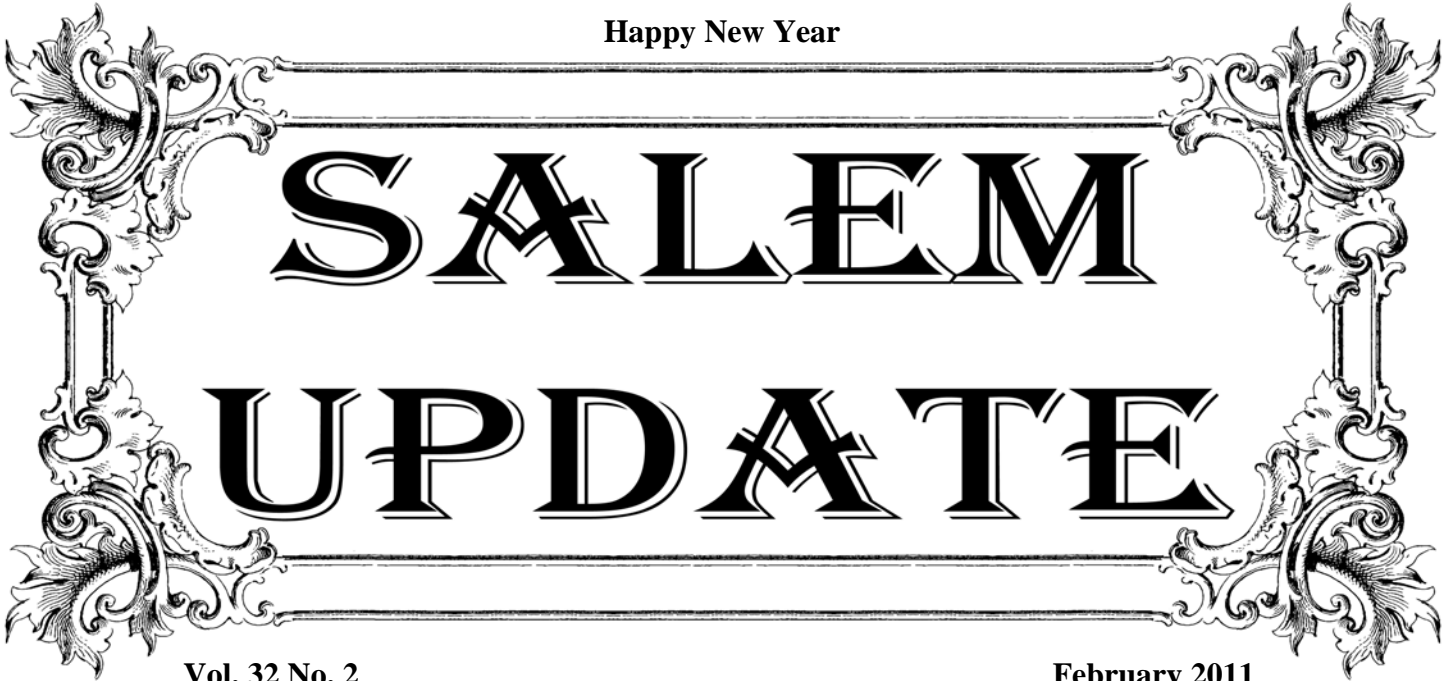


Happy New Year



SALEM UPDATE

Vol. 32 No. 2

February 2011

Enthusiasm– It’s Your Choice

Janeil Payne, President

As I was pondering what subject to write this article about, I received my copy of the **Oregon Stater** which is the newsletter published by the Oregon Postal Workers Union. Two articles jumped out at me. The first was by Secretary/Treasurer –Debbie Battles who spoke of her experience as a customer of the United States Postal Service instead of being on the other side of the counter as a window line clerk. Needless to say it was not a very pleasant experience and made her realize that as a window line clerk it is her responsibility to present an enthusiastic, professional, friendly and service oriented experience for her customers not the experience to which she was subjected. There are all too many clerks, not just those on the window line

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clerks, not just those on the window line either, who let everyone in the area around them know that they are unhappy with working for the Postal Service. In fact each and every one of you reading this article, whether you are a clerk, mail handler, carrier, supervisor or even a family member or friend of the employee who received this newsletter can easily think of someone whom you know is very unhappy in either their job or their life and how uncomfortable it makes you to be around them. Conversely you also can easily think of someone who is upbeat, pleasant to be around, goes the extra mile to do an outstanding job, and shows that they enjoy life. This is the kind of person we feel good working with and just being around. They can actually brighten our day.

The second article was by Linda O'Donnell from Bend, OR who is the Director of Industrial Relations for the State Organization. She wrote about developing enthusiasm. In fact she used a quote which is near and dear to my heart – ***“You can develop enthusiasm by acting enthusiastic – about your world, about your life, about your family, about your job, about everything.”*** I first heard this quote about 33 years ago at a sales meeting right after I had been hired into my dream job. This job was working as a sales representative for a company called John Henry. They sell a line of products to florists and nurseries. I was the very first female sales representative for them. During the meeting the motto was ***“To be enthusiastic, you have to act enthusiastic!”*** This company

sales products nation wide and takes the enthusiasm of their sales force so seriously that each sales representative is given a framed picture of a ship with each sail bearing the title of a different aspect or quality of a good sales person. I think I may still have my picture some where. But it is so true, that if you act enthusiastic about everything you do, you will become that way. You will find life so much easier to handle. Your family, friends, co-works and customers will appreciate being around you more. One of the added benefits is that it will also improve your health because you will be creating a more positive environment in which to live. While I obviously no longer work for that company (I chose being a wife and mother over a traveling sales person) I still believe in this motto. I really like realizing at different times of the day and night that I am really happy. There is nothing like waking up out of a deep sleep for a moment or two and realizing you are happy. Maybe you have had to go through some really unhappy times to appreciate this.

At the Post Office, as in our lives, things are changing constantly. How we chose to deal with the changes will help possibly determine our future as postal employees and ^A may actually have a bearing on whether the Postal Service ultimately survives. Are you going to go to work each day and enthusiastically do the very best job you can or are you going to be the one who lets everyone within ear shot or sight know you hate your work, your co-workers and your life? It is your choice.

Happy Valentines Day!

Bob's Corner

Bob Patterson, Vice-President

When organizing a company, a group of workers, or organization of workers into a *union*, the primary purpose is to achieve a collective of employees who have a common need and purpose to attain better wages and benefits, work hours, and working conditions for all those who become members of that bargaining unit. To codify what those rules will be between the Employer and the now organized union employees that will supposedly assure the better wages, work hours and working conditions will necessitate a *collective bargaining agreement*. Otherwise known more commonly as --- A Contract.

We as members of the APWU – American Postal Workers Union have such an Agreement, a contract if you will. At present a document that is very complex, convoluted of some 460 pages that requires diligent, steadfast and continuous enforcement so as to maintain the viability for which it exists. For some forty (40) years the Agreement between the USPS and APWU has evolved, morphed, and expanded and APWU negotiators have continuously striven to modify and improve APWU members' wages, work hour rules and working conditions. It hasn't always been easy and as this article is being written our national negotiators are embroiled in perhaps the most difficult and significant contract negotiations in APWU history.

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At least since the first contract was hammered out in 1971.

Recently our newly elected national president, Cliff Guffey, posited that our officers and members “need to shift our focus more toward legislative issues and less on acting like a grievance machine.” I couldn’t agree more. Historically the APWU and its members have spent far too much time grinding out grievances at the expense of other activities that might produce positive results toward achieving our goals, not only as labor activists but also toward saving the Postal Service as well as our postal careers.

But, make no mistake about it. At the grass roots local level the number one priority of the local union is *representation*. It’s about contract enforcement. It’s about policing the contract that our national negotiators have provided us. It is about the grievance-arbitration procedure. Absent the right to strike and/or otherwise withhold our labors, enforcing the National Agreement and presenting grievances is about the only weapon available to local stewards and members in its dealing with local management. Assuming that the grievances are legitimate, sustainable, and no other means of reconciliation is available.

Therein is the rub. Is our contract, for all its worth, a Paper Tiger? If you, your local officers, and your shop stewards refuse and/or fail to enforce the terms of the contract, then of what worth is the document? Or worse, how valid is our contract if any of you, especially your elected officers and/

or appointed shop stewards, are willing to “get in bed with management” and cut “sweetheart deals” that all but negates the very contract language that others hold sacrosanct?

What good is a contract that we ourselves are willing to violate, or unwilling to enforce? We can’t have it both ways. The contract cannot simply be a 460-page book that we shove in USPS management’s face whenever it is convenient for us to do so. Either we enforce our rights or we abandon them.

At the end of the day you have to ask yourselves this question, do we as postal workers really need this damn contract and this damn union or not? If you don’t, see if you can negotiate better wages, work hours, and working conditions individually and on your own and then let me know how you think you’d make out. I’d be real interested to know.

I for one have grown weary of seeing my fellow officers and shop stewards let grievance issues go unchallenged for a variety of reasons. I am equally appalled by the fact that this Union possesses an awesome Collective Bargaining Agreement, but one that all too many members abdicate their rights to by lack of enforcement application. All of which begs the question, what’s the point? You’ve got a great contract and you’re paying for representation, why not take advantage of it?



-- GENERAL MEETING MINUTES --**January 22, 2011**

The January 22, 2011, General Meeting of the Salem Area Local #604 was called to order at 4:30 PM by President Janeil Payne. A motion was M/S/P to accept the November meeting minutes as written.

REPORTS OF OFFICERS:

Secretary-Treasurer Debra Patterson: One new member, John Roell transferred from Portland and is currently working at the Vista station pending qualification on his assigned job. Total COPA donation for 2010 was \$1,813 for the Local. Debra went over the budget for 2010 and we came under budget for the year.

Maintenance Craft Director Bob Budlong: Bob reported on the grievance he is working on maintenance employees delivering mail to the AO's.

Clerk Craft Director Chuck Hentz: Chuck reported on local clerk grievance activity. Chuck is working on a crossing craft grievance stemming from the maintenance employees doing clerk work. FMLA claims are being denied when extensions have been granted. When filing FMLA paperwork ensure you are using the WH380 forms from the Department of Labor.

Vice-president Bob Patterson: Bob has been appointment as the interim Lebanon steward to handle some problems ongoing in that office. Bob reported on APWU President Guffey's new direction for APWU organization to get more involved in legislative activities and other union efforts. Bob went over the difference in the forthcoming proposed **VERA & RIF** purportedly to be implemented soon by PMG Donahoe.

President Payne's Report: Janeil reported on the new machine coming to Salem in February, low cost Remote Encoding Machine which will replace the LMLM. OSHA has put out a report on DBCS machines posing serious health risks to postal workers. Janeil went over a statement by Secretary of Labor on the number of union jobs going down nation wide. Janeil also reported on the grievance activity at the AO's: Albany with overtime and annual leave problems, Lyons with management problems, a Sweet Home grievance going to Step 3, and West Salem with discipline problems.

Old Business: Richard Brown appointment Webmaster and Local Data Administrator.

New Business: Debra presented the 2011 budget, Patrick made a motion to accept the budget, and it was seconded and passed. Audit committee was appointed: Linda Klostermann, Linda Crisp and Patrick Fortune will serve on the committee. OPWU State Convention is April 1st – 3rd in Portland. Delegates wanting to attend with funds available: Janeil Payne, Bob Patterson, Chuck Hentz, Bob Budlong, Debra Patterson, Tracy Brown, Karl Hegney, Richard Brown, Linda Klostermann, and Fred Deleon. See about sending Patrick Fortune to the PPA convention in Orlando, Florida in August - funds and time available.

Good of the Union: Pot-of-Glock = \$62: Glendetta Eli's name was drawn but she was not present to win. The next meeting the pot will increase to \$64. Lura Morris won the 50/50 COPA pot of \$24.

Door Prize Winners: Lura Morris, Linda Crisp, Michael Ellenberger and Tracy Brown.

NEXT MEETING: SATURDAY – February 23rd at 6:00PM.

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Members: Patrick Fortune, Edyne Leavenworth, Douglas Wilken, Chris Stengrim, Lura Morris, Teresa Vodden, Linda Crisp, Michael Ellenberger, Richard Brown, Donna Hadley, Kathy Bonney, Gary Rush, Tom Ellis and Sue Hudson

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

Guests: Bev Ellis – APWU Auxiliary

Respectfully submitted:

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

Statement by Secretary of Labor Hilda L. Solis on Bureau of Labor Statistics report on union members in 2010

WASHINGTON – Secretary of Labor Hilda L. Solis issued the following statement regarding the Bureau of Labor Statistics’ annual “Union Members – 2010” report released on Friday, January 21.

“The Bureau of Labor Statistics announced that, in 2010, the unionization rate of employed wage and salary workers was 11.9 percent, down from 12.3 percent in 2009. Among private sector employees, the rate dropped to 6.9 percent from 7.2 percent in 2009.

“The data also shows the median usual weekly earnings of full-time wage and salary union members were \$917 per week, compared to \$717 for workers not represented by unions. For Latinos, the wage disparity is even greater with union members earning an average of \$771 compared to \$512 for workers not represented by unions, a difference of 33.6 percent.

“When coupled with existing data showing that union members have access to better health care, retirement and leave benefits, today’s numbers make it clear that union jobs are not only good jobs, they are central to restoring our middle class.

“As workers across the country continue to face lower wages and difficulty finding work due to the recent recession, these numbers demonstrate the pressing need to provide workers with a voice in the workplace and protect their right to organize and bargain collectively.”

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
January	0.24%	0.13%	2.37%	1.23%	2.41%
Last 12 Months	2.76%	5.23%	22.18%	33.90%	16.57%

By The Numbers

Debra Patterson, Secretary– Treasurer

I hope that everyone who reads this had a very Merry Christmas and will have a Great 2011. It's hard to imagine that 2011 could be worse than 2010, or the several years or recession that preceded it but who knows. Time will tell.

By nature I've always been a pretty optimistic person. One who looks at the glass being half-full instead of half-empty. But like many, as I grow older I seem to see things in a little bit more realistic light and I accept things for what they really are or what they are to likely be. Boy, that's depressing sometimes. But even then I keep looking for the good in people, the positives in life, and clinging to hope. That's just the way I am. The way I want to be.

Christmas-eve marked my 27th anniversary with the Postal Service. Considering my present age, I have only three more years and I will be eligible to retire from the Postal Service and join my husband Bob in retirement. I will be only 56 years old at the time. I am so looking forward to that occasion. Between our two combined annuities (both of us are CSRS annuitants), other investments and savings, eventual social security (despite the Windfall Elimination Provision) and real estate, we should live fairly comfortable during our retirement years. Barring any unforeseen national or economic catastrophes, of course.

However, despite my tendency toward optimism, I cannot hide my apprehension or concern that the Postal Service will remain intact during the next three years – long enough for me to meet my MRE (minimum retirement eligibility). In short, I'm scared. In fact, I've been in this worrisome state of mind the past couple of years as I have watched, just like you, the Postal Service engage in this sort of senseless process of self destruction. True, the American public will suffer the most if and when the USPS goes under but it is postal employees like you and me, who have invested our careers into this organization, that will take a huge hit as well.

Bob ensures me that employees like me will make it to retirement, those of us within striking distance of retirement (3-5 years). God, I hope so. But what about those with more than five years to go before retirement and don't meet MRE who have devoted some 10-20 years of their lives to USPS? What will or would they do if

the Postal Service privatizes or collapses? If you're not worried, you should be. If you're not fighting to **Save Our Service**, you should be!

I find myself just hoping that it holds on long enough so I can make it to retirement. Do you feel that way? Or do you feel that just because the Postal Service has always been around that it will *always* be around? If you feel that USPS is always going to be here and always going to provide you a great job with good pay and benefits then you are clearly not paying attention to what's going on and what both Congress and private industry are trying to do to us.

It has been my job as the local Secretary-Treasurer for a long time to see to the financial health of the Salem Area Local. I'm very good at it. But I'm here to tell you that dwindling membership due in large part to the effects of USPS downsizing is killing us. The reduction of over 100,000 postal jobs nation-wide has translated into the loss (mostly through attrition) of some 60 members from our Local during the past several years. Jobs vacated by members retirements, resignations, and deaths are being abolished a/o reverted. And in some cases members simply quitting the Union for one stupid reason or another have further diminished our union ranks, as well.

Such member losses translate into lost dues revenue, which further limits the abilities of the Union to represent the employees – both members and NON-members. At some point due to the lack of funds, the Union simply becomes ineffective and cannot perform its statutory representative duties. When that happens postal management can pretty much do whatever they please. They are pretty much doing that already, aren't they and you're doing what about it?

I guess my point is that it is more important now than ever that we do our jobs to the very best of our abilities and that we stick together more than ever. We absolutely need everyone to be a member and at the same time we need members to participate in their local union presenting a combined front in such a manner as to Save Our Service. Our postal careers absolutely depend on it! Yours, mine and ours!



Maintenance Musings

Bob Budlong

Hello APWU Brothers and Sisters!

Thanks for reading to the end of the Update. By the time you have gotten here hopefully you are still interested in what the APWU officers have to say. I wish I had the ability to fill

a page or two but sadly I do not. This article will deal with a recent grievance which began by me receiving an Email from a union brother in maintenance, which informed me that he had been asked to deliver some baby chicks from the Salem plant to the Lebanon post office. WOW! This is crazy I thought, What does maintenance have to do with driving mail around?

After a request for information and a couple of interviews and then an officer meeting, and a couple of Emails.....

WHAM! I'm positive I got the goods on some funny goings on. So then a comes a step one meeting and a denial, then a step two appeal, and then I sit down with the new SDO Leonard Schindler. The funny thing is that Leonard doesn't see it the way I do and for that matter I don't see it Leonard's way AT ALL! So one by one we hack at the issues till each article (read EXCUSE) falls away as rejected until we arrive at the last one that I had rejected weeks before which was on my list of articles to shoot down with facts. I will probably

have some people mad at me, and the absolute reason I must concede, is that this contract is just what it says it is, an agreement. And either we agreed to agree, or we lied. Here is the article which we agreed to but some people now deny.

MANAGEMENT RIGHTS Article 3.F: To take whatever actions may be necessary to carry out its mission in emergency situations, i. e. , an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature.

This is why maintenance delivered the chicks! Management was in a rare bind and needed help!

"other duties as assigned" doesn't work because what the entire sentence says is:"other job related tasks in support of primary duties", nobody in maintenance has a mail ANYTHING primary duty! Right now, today, this article may be my undoing. But I will stick to my decision, its not going to change the APWU mission, or your right to have a job with a defined duty assignment, in a primary assignment area at all! Just look at it as a rare instance (not expected to be of a recurring nature) where we in maintenance can help the Postal Service shine.

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

Get Screened

Being healthy doesn't mean you only go to the doctor when you are sick or when something ails you. Getting routine preventive screenings helps to protect you from those health surprises that everyone dreads. Living a healthy lifestyle can go a long way to ensure your vitality, but it doesn't take into account your family history, which can have a large impact on your overall health. Preventive screenings can help to monitor your livelihood and puts you in a favorable position to catch something if it were to come up early. Experts all agree that early detection gives an individual the best chance for a full recovery.

Members in either the High Option or the Consumer Driven Option have 100 percent coverage for certain in-network screenings. This means you will not have to pay for routine screenings such as mammograms, osteoporosis testing, total blood cholesterol, and pap tests (refer to our federal brochure R1 71-004 for a full listing). Living healthy is also about staying healthy. With the APWU Health Plan you know you are covered.

The Benefits of Preventive Screenings

Heart disease is the leading cause of death in the United States. A simple total blood cholesterol test can help an individual make simple changes and reduce their cholesterol. A ten percent reduction of cholesterol in the blood can reduce the occurrence of heart disease by 30 percent.

When breast cancer is confined to just the breast, the survival rate is close to 100 percent. Getting a mammogram can lead to early detection of breast cancer.

Over the last 30 years routine pap tests have decreased the incidents of cervical cancer 74 percent.

APWU Health Plan is always striving to bring our members the very best in healthcare options. We pride ourselves in offering our exceptionally rated High Option and our versatile and affordable Consumer Driven Option; both plans are comprehensive health plans with unique benefits to fit any lifestyle. As a non-profit organization all our efforts are for one purpose, to ensure our members get the highest quality healthcare at an affordable and reasonable premium. for more

www.apwuhp.com

Live Life Well

Get Screened

Clerk Craft Director*
Chuck Hentz

Editor/Salem Update
Patrick Fortune
E-mail: fortunepatrick@msn.com
Subject line: Salem Update

Local Data Administrator
(Vacant)

Associate Office Director
(Vacant)

Director of Organization
(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 Stewards

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



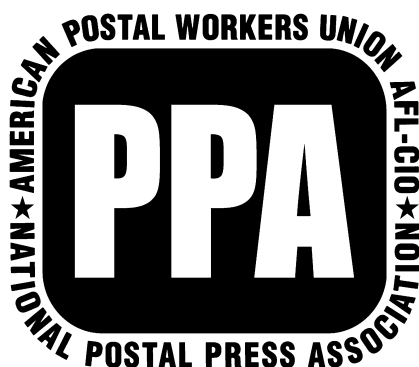
Associate Office Stewards:

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.

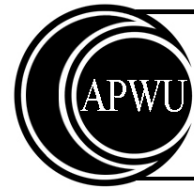
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www.Salem604.org

**Our Union office is located at the corner of
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503-363-7310**

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1800 Hours(6:00 PM)
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