

SALEM UPDATE

Vol. 32 No. 8

Nov 2011

President's Report Janeil Payne President

Happy Thanksgiving!

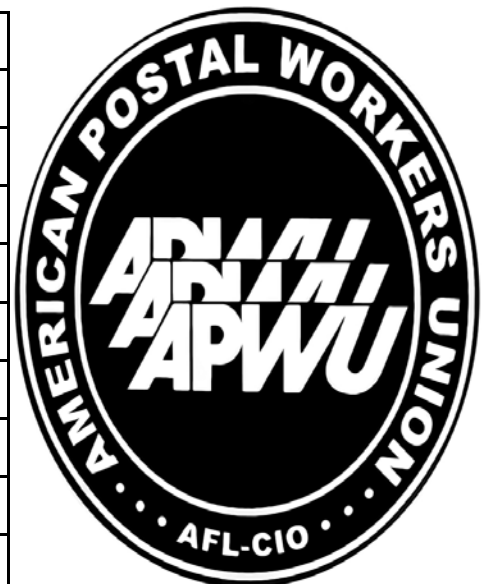
Editor Patrick Fortune says it is time for our November *Salem Update* articles, so it must be so.

I hope that each of you is having a wonderful fall and that you are thankful for your families, your country, and your jobs. We are very lucky to work for the United States Postal Service with the good pay and benefits that have been negotiated for us between our Union and the Service. I know I am truly blessed and Thankful.

Our last meeting was the time of nominations for your officers for the next two years. I wish to thank the membership for the continued honor of being your Local President. I know there have been and will be times when I think I need my

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head examined, but over all the experiences have been wonderful. I am, depending on the outcome of the election for Maintenance Craft Director, the only returning officer. Your new Vice President will be Patrick Fortune, Secretary/Treasure will be Karl Hegney and the Clerk Craft Director will be Tracy Brown. I am confident that all three of these fine gentlemen will do their very best in serving the membership and I look forward to working with them. As for the Maintenance Craft Director, it will be decided between the current Director – Bob Budlong, and Custodian Alissa Prantl. I look forward to working with either one.

But that brings us to having to say goodbye to the other outgoing officers. I am going to start with Clerk Craft Director, Chuck Hentz. You have been an asset to this Union and have completed some impressive Step 2 grievance. Over the course of the past two years, there are any number of members who are somewhat richer for your thoughtful service. I wish you well, look forward to your continued membership, and will be taking advantage of your offer to assist when I need it.

Next is Secretary/Treasure Debra Patterson. I have never in my life met anyone as dedicated to numbers or who enjoys math more than this woman. It is through her diligence in making sure the bills are all paid on time, taxes completed, filed and paid, and to organizing the many other trips, miscellaneous office work, and yes – changing the toner on the copy machine, that keeps this local as wonderful as it is. It has been said for many years that this office is the number one most important office for the local. It undoubtedly is true, but also, Debra has contributed highly into making it just so. **You will be missed.** I know that Karl will do a great job. You have done an excellent one. Thank you so much for your many years of dedication and service to your local. For those of you who are interested, Debra is also our Retirement Specialist. She will be giving a class on Sunday, November 20, 2011 so be watching for the times. With all that is going on with the Postal Service I would strongly encourage everyone to take advantage of her expertise. I wish you lots of reward and fun with your Granddaughters and Girl Scouts, (Bob too). Also I can not wait to see some of your quilts you will get to sew in all the vast quantity of spare time you will have. HaHa. I am proud and glad to call you my friend.

Last but definitely not least by any means is Bob Patterson. I think I am not exaggerating at all when I say you have more than less single handedly made this local what it is today. Your dedication to all things Union, the many, many hours spent researching subjects on the

internet and through other avenues has provided you with a wealth of knowledge which may not even be surpassed by the knowledge of our National Officers. I know for a fact that you are contacted from members all over the country for your help and wisdom. I honestly do not think most of our Local membership realize just how huge of a gap is being left with your retirement from being an officer and quite possibly from the Union as a whole. I can personally speak only for myself. I have said before – if you would only import the amount of knowledge on all things Union and of the Contract from your little finger or toe into my head – I would be a better leader and President. If you wanted to transplant all your knowledge – that would be fantastic too. However, I think that is something that has to be acquired through the fires of grievance hell. You are an eloquent and amazing man. I humbly say **Thank You.** Enjoy your well earned retirement and hope the fish realize what they are up against. May you have many years of good wife, good wine, and good life!

There are many things happening all at once concerning the contract. If you work in Customer Service in Salem, you may be one of the individuals who have received a letter telling you your job is being either reposted with different hours or days off, or it is being abolished. As I write this article I know the letters have been issued but have not received the Union copies. These re-postings and abolishments are going to be grieved. Also, if you are having new people work in your office, please let either your steward or myself know the names. I keep meeting new PSE employees that I was not aware had been hired. I welcome the new PSE's and thank you for your help and support but I also intend to enforce our contract. I do not intend to allow management to run amuck while turning the full time regular jobs upside down. I need members and Clerks to keep the Union informed of what is going on in their offices so we can stay on top of all of this.

If you are in an Associate Office, I will be working hard over the next several weeks to complete grievances for maximization where possible and for the creation of a minimum of 30 hour NTFT jobs if I can not create a 40 hour traditional job. This all takes time and lots of data entry to create the charts, etc that enforce the grievance. I believe it is imperative that this gets done as quickly now as possible with all the changes the Postal Service is going through.

Last but not least is **"Saving the Postal Service"**. I hope you are following the happenings of the Political world through PostalReporter.com, APWU.org, etc. and are letting your family, friends, and the community know what is

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in store for them. We may know by the end of December whether or not they really are going to try to consolidate the Plant in Salem into Portland. I am working hard to help keep it all here – are you? I want to thank all the members for your support on this. **It is our service, and our jobs!**

Very last – **Maintenance** - You have the opportunity to vote for your Craft Director. In the 18 years that I have worked for the Postal Service, I do not ever remember having an election for an office, especially not Maintenance.

Please take it seriously. Talk to the two candidates and vote for the one you believe will best serve you and your craft.

See you all at the next meeting – Tuesday, November 29, 2011 at 6:30pm (18:50). Food will be served just before the meeting for those wishing to come early to enjoy it.

In Solidarity;
Janeil Payne
President

Maintenance Musings

Bob Budlong

Maintenance Craft Director

Hello to all my union Brothers and Sisters, "Well the thing is, I can't go along with that" These were the words (more or less), I spoke after a recent strategy meeting, or action meeting (whatever it was called) a couple of weeks ago that put me at odds with the E-Board. The general topic was about supporting our current POTUS and his plan, for economic recovery.

The question as was put to me was who could do a better job? My answer? ANYBODY!

Yes people, I think we have seen the total of this mans capability. In case you forgot, I am an Independent.

Which means I think both side of our political wings are just as useful as lets say, the top or bottom side of a flat tire.

The president supports 5 day delivery. Hmmmm. I thought we (The APWU) were against that. No? Can anyone tell

me what our back-up plan is if this is our guy? How about we look around and see if there is a better guy?

Do we just keep printing more money? I think I

know how it turns out if we do, Your paycheck gets worth less and less because the dollars value shrinks, and shrinks. Our dollars buy fewer gallons of gas, fewer bottles of wine, fewer Japanese cars, because our money is worth less to them too. They will get wise sooner or later!

On August 29, 1923 Germany permitted the exchange of each old paper 1,000,000,000,000 Mark for ONE (1)

NEW Reichsmark. How did they do that, DEFICIT SPENDING, to pay off their World War One debt.

Think about it, OUR government borrows money to spread around on projects and hopes they (we) will

pay these loans off when they get more taxes back? Where does it end, I want to know?

Shouldn't the priority during the last three years been something other than start a new government entitlement program?

Thanks,

Bob Budlong
1,000,000,000,000=Trillion

Bob's Corner

Bob Patterson

Vice-president

GET YOUR PROGRAMS HERE! Whenever you walk into just about any sporting event, football, baseball, whatever, that's the first thing you hear. Get your programs here! You can't tell the players without a *program!*

How true that is and these days it's getting particularly more difficult to know not only who the *players* are, but what *plays* the coaches, managers, players, and everyone else involved are calling that impacts the game. In this case the game being the Postal Service's Dog and Pony Rodeo. My apologies to canine and equestrian lovers everywhere.

For months now the APWU and other postal unions have been imploring their members, and whoever else that would listen, especially postal customers, the media, and sympathetic elected officials to throw their support for (MA) Congressman Stephen Lynch's HR-1351 bill and to damn to the infernal regions (CA) Congressman Darrell Issa's repressive HR-2309 (*The Postal Service Destruction Act*). Now there is a new kid on the block in the form of Senate Bill S-1789, otherwise known as P-21 or the *21st Century Postal Act of 2011*.

The aforementioned S-1789, recently co-introduced by Senators Susan Collins (R), Joe Lieberman (I), Thomas Carper (R), and Scott Brown (D) is supposed to be the interim *save all / do all* short term and long term solution to all of USPS' problems, plus serve as an appropriate counter-proposal to the asinine Issa/Ross HR-2309. In reality, S-1789 contains some real pluses, but at the same time if enacted in its present form would still spell disaster for USPS and the postal unions and its retirees, or so the postal unions collectively opine.

That being said, S-1789 was being rushed through committee as this article was being written and scheduled for mark-up and committee vote on November 9th. Obviously the Senate members are keenly aware of the November 18th deadline for USPS needing to pay its \$5.5 billion payment to the treasury or once again default on its obligations. Keep that date in your forethoughts.

Regardless, even before S-1789 could muster a committee vote, (R) Senator Tim Coburn from Oklahoma just

had to attach an amendment to 1789 to muddy the waters. Coburn wants state legislatures to be able to let state citizens to be able "opt out" of mail being delivered to them that wasn't addressed specifically to them. How nice. Coburn stands to have a hundred or more post offices closed in his state, plus several mail processing facilities, so now he wants to increase the rate of unemployment even more. What a guy!

The point of all this information is that one clearly needs a "program" to keep up with all the machinations (political crap) that is going on that will eventually impact the dismantling of the Postal Service, ergo the elimination of many of your jobs and the ultimate disintegration of the postal unions. Which, after all, is the ultimate goal of those who wish to privatize the Postal Service and to break the strength and successes of the unions. A strategy that thus far seems to be working rather well. There are so many bills before Congress now one needs a "program."

Puzzling to me, however, and others in the union and throughout the labor movement is why such a significant number of our members and others who enjoy the fruits of the collective bargaining process, now seem to be afflicted with a lethargy, a malaise, and such apathy as to not fight to maintain all that has thus far been gained. Where is the anger? Why are our members, by and large, content to let their careers, their livelihoods, and their way of life be relegated to the past without so much as a whimper? I don't get it!

I'll grant you it seems as if dealing with our elected officials and members of congress seems to be an exercise in futility, but languishing in an apathetic stupor hoping for the best, or expecting someone else to do all the fighting for your cause simply will not produce the desired results. At some point in time – you the members (and non-members) – and all of us negatively impacted must stand up and do what we can, for our Postal Service, for our postal careers, for our families and retirements, and by God for our country! Doing nothing is not an option.

There is much we all can do, together and individually. We are part of the 99%, but in our case, at least for the moment,

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most of us that work for the Postal Service or had the good fortune to have had postal careers are part of the “fortunate strata” within the 99%ers. We need to be ever mindful of that fact and work to ensure that our children and grandchildren have access to similar opportunities. This isn’t just about us.

So, get your copy of *the program*. Make yourself and those around you more aware of the fact circumstances and issues that are impacting you and yours. Get involved. Contact your elected officials, civic leaders, friends, relatives, whomever, and armed with the facts of our side of the story lobby to maintain the treasured institution, which is the linchpin to the American mailing industry. Your opinions, properly expressed to your elected officials will influence and sway their actions. They do listen to those who vote.

SPEAKING OF VOTING: Nominations for local officers were conducted at the October meeting consistent with the provisions of the local constitution. All officer positions were resolved by “White Ballot” (unopposed) with the exception for the position of Maintenance Craft Director, which means there will be an election for that position for Maintenance craft members only to vote upon.

In that vein, it has been some time since the Salem Area Local has had an election for a contested office. It’s about time. The sad reality is, however, that history has shown that union members as a rule have demonstrated a poor record in participating in the voting process. That tendency holds true here in Salem as well. Therefore, I highly

encourage all members of the Maintenance craft to weigh their choice of candidates carefully, but most importantly – VOTE. You have a choice as to whom your representative will be but your choice is entirely limited to the extent of your vote. You pay union dues for a number of things but one of the most important is to participate in the democratic process by which you choose those officers you believe are the most qualified to lead your Union. Don’t fail yourselves by failing to cast your ballots.

EDUMACATE YOURSELVES! I was abused as a child by my mother. At the age of five she bought me the Encyclopedia Britannica and made me read it, cover-to-cover, by the time I had reached 11. It didn’t make me any smarter but it did instill in me an appreciation for reading. It also taught me how to do research, which not only lasted to this day, but has served me quite well to these many years in a number of capacities.

The reason I bring this up is to simply point out that much of what you / we need to know is right at our fingertips, or more aptly put, at the click of a mouse or tap of an app. There is absolutely no excuse to be “uninformed” in this day and age. We not only can know everything we need to know, we can find it nigh onto instantly. And we can share it with a host of others almost as quickly. “Edumacate” yourselves, as my Mom would say, spread the word and make a difference. If things have to change then so be it. But at least let’s try and make changes for the better – not the worse. Keep in mind, too, that so-called progress isn’t always for the better. Bp.....



By the Numbers

Debra Patterson

Secretary– Treasurer

By now many of you know that this is my final term as the Secretary-Treasurer of the Salem Area Local. It has been an honor and a privilege to serve as the Local's Secretary-Treasurer and I will miss both the challenges and rewards in performing these duties, but I believe it's time for me to move on to other things.

It is my hope that new Secretary-Treasurer Karl Hegney will adapt to the position and serve the members with the same devotion and dedication that I have tried so hard to do over the years. I will help Karl transition to the duties if it is his and President Janeil Payne's desire that I do so. As for me, I will have plenty to do with work and my grandbabies to occupy my time until I retire in 2014.

On the matter of the legislative front, I've been putting in more and more time with Bob, Janeil and others in an attempt to preserve the Postal Service and in the end our jobs and postal careers. I don't know what else to say other than to say that it seems like it's a never ending fight. Every day it seems like one darn thing after another.

For the better part of this year we in the Union have been trying to get our members to promote the passage of H.R. 1351, a bill sponsored by (MA-D) Stephen Linch, which would return billions of dollars of overpayments to the Postal Service and preserve 6-day delivery. At the same time, we in the Union have been asking our members and the general public, along with members of the Congress to vote against H.R.2309, the regressive bill sponsored by (CA-R) Darrell Issa and co-sponsored by (FL-R) Dennis Ross, that would all but destroy the USPS as well know it. For all practical purposes, HR-2309 could be better called "The Postal Service Destruction Act."

Since these two bills were first introduced, however, there have more amendments to these bills, along with other bills introduced in both the Senate and the House, which have confused the situation even more. All of which makes us wonder whether or not Congress can or will accomplish *anything*? If you read all of these various bills, however, one thing is conspicuously absent. None of these bills accomplish the one central theme that fundamentally needs to be recognized. They fail to hold

USPS management accountable in any meaningful way while they continue to dismantle the Postal Service network. Management continues to mismanage!

Furthermore, even if each house of Congress can pass a version of postal reform bill, resolving the differences between the proposals based on HR-2309, HR-1351, and S-1789 and any subsequent bills now coming forth will be difficult as any legislation Congress has dealt with during this session. Any compromises are likely to be watered down significantly.

On the subject of retirement: I intend to conduct a Retirement Counseling Session on **Sunday, November 20, 2011** for those members and their spouses interested in attending. The **FERS** session will be in the morning from **8AM-Noon** and the **CSRS** session will be in the afternoon from **1PM-5PM**. The session will be held at the Salem Area Local offices located at 780 Commercial Street SE, Suite #106, Salem, 97301 (corner of Commercial St. and Mission St).

In regards to retirement, for those contemplating retirement soon or looking down road in a few years, here are a few provocative thoughts. Regardless of whether you are CSRS or FERS, a retiree *must be financially ready for retirement*. Having met the "eligibility requirements" for retirement does not imply that one is financially ready to retire.

For an employee to determine whether they are ready to retire depends on a number of factors, almost all of them financial and almost all of them having to do with immediate income at the time of retirement and what the retiree's income needs will be down-line from their date of retirement. Such down-line retirement income needs will often be significant medical, housing, and unforeseen inflationary costs that might not have been factored into ones annuity at the time of retirement.

So plan for your retirement well. Don't let it be a spur of them moment impulse and take care in being "induced" to retire by an incentive that may not prove beneficial other than in the short run. Attend a retirement counseling session, more than one if possible, and explore all your options.

Call or email for more info. Dj @ sweet_dj@msn.com

A very big "Thank You" to
All who turned in petitions.

-- GENERAL MEETING MINUTES --**October 29, 2011**

The October 29, 2011, General Meeting of the Salem Area Local #604 was called to order at 4:30PM by President Janeil Payne. A motion was M/S/P to accept the June meeting minutes as written.

REPORTS OF OFFICERS:

Secretary-Treasurer Debra Patterson: No new members this month. Carol Hilton quit the union again. COPA reports - \$1383.00 YTD with contributions from 16 members. Debra thanked the members for letting her attend the All-Craft conference. Debra brought back information from the FERS retirement class that employees who were previously casuals or TE's can buy back there federal time for retirement computation.

Maintenance Craft Director Bob Budlong: Bob reported on the scanning capability upgrade being completed on the SPBS, which will automate the APBS. Bob reported on the new company doing the lock changes (Diebold). No local grievance filed as of yet.

Clerk Craft Director Chuck Hentz: Chuck was excused due to work / no report.

Vice-president Bob Patterson: Bob thanked the members for sending him to his last All-Craft Conference. Bob reported on the conference, opining that it was lacking in the training provided in his opinion. The national officers were largely inaccessible and not forthcoming with answers to questions on a range of questions, instead referring conferees to the handouts, CDs and/or APWU web site. In order to further educate our members, Bob handed out a list of useful web sites members could access to keep abreast of ongoing issues that are impacting the Postal Service and the Union.

President Payne's Report: Janeil thanked everyone for sending her to the President's Conference and the All-Craft Conference. Janeil spoke on the petitions to "Save America's Postal Service" collecting signatures to send back to Washington DC. Janeil reported on all the meetings she's been attending with the station managers and supervisors on re-alignment of the Customer Service jobs and review of the e1994s. Albany office will have two NTFTA jobs and one PSE. Lebanon will have 3 NTFTA jobs and repost the senior job and Salem is abolishing one job, excessing two jobs, reposting eleven (11) duty assignments with material changes. All of the LMOU's are done and will soon be posted on the Local web site.

Election committee: Lura Morris conducted nominations. President: Janeil Payne, Vice-President: Patrick Fortune, Clerk Craft Director: Tracy Brown, Maintenance Craft Director: Alissa Prantl and Bob Budlong, and Secretary-Treasurer: Karl Hegney.

There will be ballots mailed to all maintenance members after the November **UPDATE** is mailed out. Ballots for the office must be received in the Local's designated post office box no later than noon - December 12th.

Old Business: None

New Business: There was discussion raised by Judith Klanderud as to why might not postal employees engage in a movement to take control of the Postal Service in similar fashion to other companies wherein the employees "buy or purchase" USPS, thereby become the owners of USPS and thus control USPS. After some robust discussion, the consensus was that the employees, as American postal customers, along with all other Americans, already "owned the Company," thus we have input as to how the USPS is or should be operated.

FYI, members can purchase "Save the Post Office" t-shirts at the APWU Store, on the APWU.org website.

Good of the Union: Pot-of-Glock = \$74: Peter Voight's name was drawn but he was not present to win. The pot in-

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creases to \$76 for the next meeting.

Door Prize Winners: Door prizes were won by Janeil Payne, Donna Hadley, Tracy Brown, and Ann Tittsworth.

NEXT MEETING: November 29, 2011 at 6:30 PM.

Members: Patrick Fortune, Edyne Leavenworth, Lura Morris, Teresa Vodden, Donna Hadley, Mike Ellenberger, Judith Klanderud, Barb Gidley, Alissa Prantl, Chris Bender-Hafner, Matia Sawyer, Debbie Boaz, Nancy Blessing, Wanda Browning, Barb Gidley, James Osredkar, Patrick Daugherty, Roger Goodwin, Ken Massingale, Mark Younger, John Zajdel, John Emlen, Kathy Bonney and Sue Hudson

Officers & Stewards: Janeil Payne, Bob Patterson, Debra Patterson, Pam Brown, Tracy Brown, Bob Budlong, Linda Klostermann, and Karl Hegney.

Guests: Bev Ellis, OPWU Auxiliary President, Brenda Zajdel, (John’s wife), Patty Massingale (Ken’s wife) and Ezra Osredkar, (James’s son)

Adjourned: 6:45 PM

Respectfully submitted:

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

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
Oct	0.14%	0.11%	10.93%	14.09%	9.48%
Last 12 Months	2.54%	5.07%	8.06%	7.44%	(5.04%)

Maintenance Candidate Statements

Alissa Prantl here: Candidate for Maintenance Craft Director.

Maintenance Craft Director: "He/she shall be charged with the responsibility of handling all problems and grievances pertaining to the Maintenance Craft."

To date, the current Maintenance Craft Director has not held true to his responsibilities. **It's time for a change!** You have an opportunity as Maintenance craft members and employees to choose who you want to serve as your representative. I request your support to be given that opportunity.

You have my assurances that I will represent the wishes and needs of the Maintenance craft members. You deserve a Maintenance Craft Director that will listen, put forth the effort and work for you. I will do that which has not been done.

Please vote! When your ballot comes in the mail, sit down and vote for who **YOU** feel will do the best job. Then check your vote and mail your ballot in.

If you have any questions or just want to talk, contact me 5:00 a.m. – 1:30 p.m. Monday thru Friday, or email alissaprantl@yahoo.com.

Thank you,
Alissa Prantl



Hello My APWU Maintenance Brothers and Sisters,

This is an article in which I am supposed to make the case that you as a member of maintenance should vote for me. Not being that good at self-promotion, in addition to the fiduciary relationship which attaches to this position of Maintenance Craft Director, it is difficult to elaborate why you should indeed select one person over another without revealing the cases I have dealt with during my term in office.

So lets define the fiduciary relationship! From the website Law.com, a noun, from the Latin fiducia, meaning "trust," a person (or a business like a bank) who has the power and obligation to act for another under circumstances which require total trust, good faith and honesty. He/she must avoid "self-dealing" or "conflicts of interests" in which the potential benefit to the fiduciary is in conflict with what is best for the person who trusts him/her.

There you have it, your vote should only be based on which candidate you can trust, and is this person doing it for their personal benefit rather that yours?

Am I trust-able? This year, the 3rd of December, 35 years ago I took an oath to the woman I still love, and cherish. We didn't just trust each other from the get-go, it took time. I trust her to drive, because she has never gotten a ticket or had an accident, and she trusts me to fall asleep while I'm driving because I have. To this very day we still trust each other to do just that. I'm am trust-able! And you have been warned.

As for the self-dealing/conflict issue, when I was first nominated I didn't know about super-seniority. So what is super-seniority for? Well its intended so management can't abolish a stewards position and make them bid to another shift to get them out of their hair.

I need you to cast your ballot. I vow to give you the best representation possible.

Bob Budlong
Maintenance Craft Director
APWU Local 604
Salem, Oregon



RETIREMENT COUNSELING SEMINAR

Sunday November 20, 2011

FERS Employees 0800-1200(8AM-12NOON)
 CSRS Employees 1300-1700(1PM-5PM)

At the Union Office
 780 Commercial ST SE

Clerk Craft Director*
Chuck Hentz

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

Local Data Administrator
Richard Brown

Associate Office Director
(Vacant)

Director of Organization
(Vacant)

Officers of the Salem Area Local

President*
Janeil Payne
503-362-2303
E-mail: Janeilp@hotmail.com

Vice President*
Bob Patterson
503-399-9512
E-mail: Ledawg6@msn.com

Maint Craft Director*
Bob Budlong

Secretary/Treasurer*
Debra Patterson
503-399-9512
E-mail: Sweet_DJ@msn.com

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: Dave MacAdam

(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



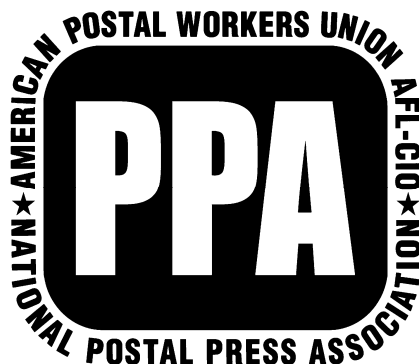
Associate Office Stewards:

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.

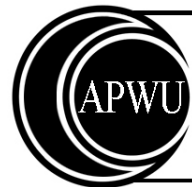
“Contributions or gifts to COPA are not deductible as charitable contributions for federal income tax purposes. COPA will use the contributions it receives for political purposes, including making contributions to candidates for federal, state and local offices, and addressing political issues of public importance. Contributions to COPA are voluntary. More or less than the suggested amount may be given, and the amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.”



www.Salem604.org

**Our Union office is located at the corner of
Mission Street SE and Commercial Street SE
780 Commercial St. SE Suite 106
Salem, Oregon 97302
503-363-7310**

Salem Update
Post Office Box 12184
Salem, Oregon 97309



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Return Service Requested



Next Meeting
Nov 29, 2011
1830 Hours (6:30 PM)
At the Union Office
780 Commercial St SE
Suite 106