



“Saving America’s Postal Service” One Blunder At A Time



Yes, it's true, we know there is no such thing as management accountability. We know that holding management responsible for their actions is nothing more than a myth. When a manager screws up, 99.99% of the time nothing happens other than maybe a promotion or reassignment to some other department or facility. If you've been around for any length of time you know this to be true. Now, when it comes to mail handlers there are plenty in management that can't wait to hold us accountable for the most insignificant of transgressions. When management decisions result in the loss of Millions of Dollars I challenge you to show me where any individual manager is held accountable. On the other hand, a mail handler who is 9 units late reporting to work and your local MDO can't wait to tell you how that tardiness will lead to the destruction of the Postal Service through inefficiencies on the High Speed Tray Sorter. This is the inequity we live with day in and day out. Let's take a look at two recent Area Mail Processing (AMP) studies that resulted in the movement of all mail processing operations from our Williamsport and Reading facilities into our Harrisburg and Lehigh Valley installations. Those movements were completed June 1, 2013 and as required by the Handbook PO-408, the Postal Service conducted the first of two Post Implementation Reviews, or PIRs. The first review for each of the two facilities in question was finalized by Postal headquarters on March 28, 2014 and recently provided to this office. To put it bluntly, after seeing just about every type of malfeasance and incompetence Postal management can muster, even I was surprised by the numbers. I mean, I understand just as well as the next guy that when proposing these mail processing consolidations management is prone to paint their cost saving, people crushing brilliance in the best light. I do get that. However, and after I gave it a chance to actually sink in, after taking a deep breath and counting to ten on a number of occasions, I was truly blown away by management's own analysis. In the case of Reading, management projected first year

savings of \$6,547,663. OK, seems a little over the top, but hey, like I said it's natural for management to sell their wares by enhancing the result a little. So maybe the savings would be half of that, say \$3.27 million or so. That would still be a savings... right? Well, management reported in the first of two PIRs for Reading, which doesn't even cover a full year, that they didn't save \$6.5 million or even half of that, but spent \$9 million more. That's right, \$9 million more than they spent before they implemented this "cost saving" plan. For those keeping score that's more than \$15 million "over plan" as their bean counters like to say. We all remember the public meetings where the District level suits stood before us and other stakeholders and explained how consolidation would save millions and

saved at least a million dollars, some face might be saved. Well, I think you know where this is going. Not only did they not save \$3 million, or \$1 million for that matter, they managed to spend an extra \$12 million. And just to keep the scorecard current, that's another \$15 million "over plan" for a total of more than \$31 million over plan for the two AMP's. So they didn't save \$9 million as promised, they spent \$22 million more and no one bats an eye. In light of this travesty, we have contacted Senators Casey and Toomey as well as Congressmen Marino, Meehan, and Gerlach and requested that they conduct an inquiry into this mess and hopefully hold someone accountable. Within those letters we wrote *"We believe the Postal Service should be held accountable for the actions taken in these circumstances and the damage inflicted to an American institution during its still fragile recovery from the Nation's economic downturn... I along with the constituents I represent, respectfully call on your office to conduct an official review of the Postal Service's actions in these matters, holding those accountable for acts of deliberate deceit of the American mailing public or incompetence of the highest order."*

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in the end save the Postal Service. Yea, I remember that, I'll bet those memories are a little foggy in the District Office these days, but I remember them. Now let's get to Williamsport. Remember, Williamsport was home to seventeen mail handlers when the consolidation occurred, as opposed to about fifty in Reading. So, as you might imagine, the savings projected by management for consolidating mail processing operations from Williamsport into Harrisburg would be lower. With that in mind, the projected first year savings for this consolidation was just under \$3.3 million. Again, maybe a little high for a facility the size of Williamsport, but we understand management's desire to promote their plan and maybe, dare I say it, exaggerate the projected savings just a bit. I'd say that if they

Despite the near criminal incompetence, and some may argue that it is not "near" anything but actually criminal, our Postal Service is in fact rebounding from the economic downturn of 2008 and on its way to turning a profit for the sixth consecutive quarter. Maybe those in charge should stop trying to "fix" the Postal Service and just let us do our jobs. If this is the work we can expect from management as they try to "Save America's Postal Service", I'd have to say the outlook may be bleak.

How this Post Implementation Review will affect our efforts to retreat mail handlers to both Reading and Williamsport is not completely clear at this point, but you can be sure, we will employ any appropriate measure to correct this wrong.

In Solidarity,
John Gibson

MAIL HANDLERS PROTEST OUTSOURCING



Philadelphia NDC Mail Handlers George Easley, Stuart Beckman, Garry Simmons, Keith Johnston, Matt Matteis, Joe Zelenenki, Mike Mohan & Warren McLendon.

MHAs Under Attack

In keeping with their usual treatment of those who are actually committed to moving the mail, management, in several of our installations, has released future career mail handlers, our Mail Handler Assistants, prior to the expiration of their 360 day appointment, without first releasing casual mail handlers. Obviously, we believe this to be a blatant violation of the Contract and are filing the necessary grievances. The reason provided in at least one instance was that MHAs make more per hour and have greater benefits than casuals. In the end, it is our belief that management will end up paying more for this violation than if they had just simply abided by the Contract. Of course, most in management do not seem to understand that contractual compliance is a cost saving measure, and one that actually improves morale. To add insult to injury in the case of the released MHAs, in some instances management has re-employed those MHAs they didn't have enough work for as casuals. If you have any questions or concerns about this or any other Union related matter please do not hesitate to contact any Union representative or this office directly.

*NPMHU, Local 308
President's Report
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