

April 16, 2023

Members-

Let's jump right into it!

Leading off, please stop badgering the shop stewards and Union representatives about overtime. Your Union is not responsible for the drop in overtime hours. Firstly, this is historically a slow time for overtime. Secondly, we have enough staffing and mail volume has dropped considerably. Finally, people have returned and are showing up to work (for the most part). Overtime is not guaranteed and it is not the Union's job to ensure that you receive it or that it is doled out equitably per tour. Management decides the overtime and the mail volume versus manpower is usually what dictates it. The Union's role in the overtime situation is to make sure that the list is administered in compliance with the Collective Bargaining Agreement. There is nothing in the CBA, however, mandating a certain amount of overtime for each Mail Handler or guaranteeing that you are allowed to work overtime at all. I think everyone got used to the open wallet and unlimited overtime of the past 2-3 years and needs to realize that those years were the exception not the rule.

I mentioned people returning to work, so that segues to the topic of attendance. Management is cracking down on attendance deficiencies and we are having a large uptick in PDI's and discipline. Remember PDI's are not discipline in themselves, but they are interviews that can lead to discipline. Please remember to ask for a shop steward to accompany you during your PDI and remember that if you do receive a disciplinary letter to get it to your shop steward ASAP. Management may send the letter to your address of record or they might hand it to you in person; either way, it is your responsibility to give it to your shop steward to grieve it. Management is under no obligation to voluntarily give us a copy of your discipline and if you don't grieve it, then it is on your record for two years and can be built upon for more serious levels of discipline. Protect yourself and exercise your rights!

The Parcel Annex continues to hang precariously in the balance between open and closed. We have taken steps this week to integrate the Annex employees into the ODL's in the Plant for the days of the week when the PSA is closed. The Annex employees will be slotted into their seniority slots within the building for days when they are excessed to here. Rumors continue to swirl and theories abound about the future of the Annex, but there are currently no concrete answers. Rest assured that

the Union has already begun preparing for whatever the Service may decide about the fate of the Annex.

Since our last posting, there were two LDRC meetings held to discuss the APBS sweeping assignments. The end result is that Mail Handlers will now perform any sweeping duties after one clerk has been assigned for ergonomic rotation purposes. This means that one clerk will be assigned to sweep and any additional sweepers will be Mail Handlers. The front of the machine where the Stitch-Fix bins are changed out can be considered a sweeping position and should be counted as such. According to PM Miller's staffing sheet, there should be 4 Mail Handlers (2 loaders, 2 sweepers) and 5 clerks (2 facers, 1 keyer, 1 sweeper, 1 lead clerk). The grievances that have accumulated over the past several years will now be adjudicated since a determination on the staffing has been made and the Inventory will be updated to reflect the determinations. I'd like to thank 308 President John Gibson and National CAD representative Eugene Horton for making the trek here to attend the first meeting and for their contributions and support. The set-up of the APBS remains a national level dispute...still.

Plant Manager Greg Miller revised the headphone policy a bit because some in Tour 1 management were misconstruing the intent of the policy and how it was being enforced. The policy has basically been the policy all along for most of my career without incident, but we have had some hiccups lately. Whether those problems were out of misinterpretation or maliciousness will not be mine to opine; nevertheless, it has been amended and hopefully the issues have been abated.

The job bids were actually almost right, which for the HR department almost feels like a win. One job went "no bid" so that one will be held for a possible transfer opportunity. There should be 8-9 jobs up next month according to my sheet.

Vaughniqua Bailey and Bryan Soldano were converted to full-time regulars on 4/15 with effective dates of 3/25. HR was a wee bit late notifying us of the approved conversions. I will count this as a "better late than never" win for the struggling HR department. Supposedly, there is a new person getting involved down there in Philly; hopefully, they know the difference between their arse and their elbow.

Just a reminder, the Picnic is 9/9/23.

I'll be looking to schedule a Branch Meeting for June...more details to follow.

I was alerted that retired Mail Handler Don Hahn is hospitalized and battling cancer, please keep him in your thoughts.

Stay United, Stay Strong-

*Sean*