

Fellow Members-

Recently retired Mail Handler Bob Bogdan passed away last week. Bob was the kind of guy that treated every employee here the same whether it was their first day or their fortieth year here. He came to work, did his job, and just wanted to be left alone by management. He always had a good sense of humor and was always willing to talk sports. Prior to working here, Bob had served in the Army for over 20 years. Please keep Bob and his family in your thoughts and prayers, especially during this holiday season. Thank you for your service and rest in peace, Bob.

It's Christmas week and this place is in the worst condition that I have ever seen it and the Christmas Annex is at maximum capacity and in its worst shape ever. I am by no means pro-management, but I am pro-USPS and pro-customer service and the USPS is overwhelmingly disappointing on both fronts. Mail is piling up all over the place and management seems to not have any solution to the issues that confront them. I walked the floor on Tour 1 last night, something the acting PM should consider doing, and I have never been more dismayed, embarrassed, or ashamed of the state of our building than I was last night. There used to be a sense of urgency and pride, especially around the holidays, but it seems that people on the work floor are just here to collect a paycheck instead of getting peoples' Christmas gifts out to them. Mail just sits here for days before and after being processed. It sits in the Christmas Annex or on trailers before coming here to sit. This year is an abject failure on all fronts. Transportation can't seem to get their act together and get all the mail to destinations. HR has failed to bring people on in a timely manner, train them, retain them and to staff the building properly. Their inability, ineptitude, and inefficiency has led to our craft being short-staffed basically the whole year, and yet they still have the audacity to maintain that we are over complement and overstaffed when it comes to Mail Handler jobs. Get out of an office and onto a work floor before you start talking such nonsense! The last two acting plant mismanagers have failed to come up with plans to correct staffing, processing, or any other issues arising; they've just wanted to cover their own arses and try to move up the ladder. They have both been overwhelmed, undereducated, inexperienced boxers that were/are punching way above their weight class. While the district or region keeps assigning people here that are trying to make a name for themselves and use the LVP&DC as a stepping stone, our plant suffers the consequences of having to try and train overmatched supervisors filling in the highest position in the building. One plant manager decided that he shouldn't abide by the memorandums signed nationally to provide staffing relief because he didn't want to

utilize overtime. The next contestant on "Who Can Sink the Ship" has come in and tried running the work floor himself (during the day) and is making one poor decision after another, meanwhile he goes home before the street lights come on every night and has never stepped foot in the Annex since the mail has started arriving there. Just because you say your ideas loudly or yell them, it doesn't mean that you are right or know what you are talking about. I guess you can't admit that there is a problem if you never actually see the problem. As The Cars sang, "You can't go wrong thinking that nothing's wrong". Look around; there's plenty wrong. What's the difference between ignorance and indifference..."I don't know and I don't care." (Joke credit to James DeVore)

When people are put in positions that they are not qualified for, the product suffers. The PMG is not qualified to be in that position just because he fleeced the Postal Service when his trucking company had a contract with them. Am I qualified to be a dentist because I pulled one of my teeth out when I was younger? No, you have to have knowledge of more than one area in the business. This also applies to supervisors and plant managers. Starting with PMG in Washington DC and trickling all the way down to the 204Bs here, management and its minions have bumbled, bungled, and botched this year when it came to COVID, the elections, and the holidays. That entails the hiring process, the staffing numbers, the volume expectations, and their management of day-to-day operations and people. There are too many people depending on numbers on spreadsheets to tell them what's going on instead of having the knowledge that comes from experience and observation. Mail doesn't move because of some chuckleheads in a conference room on a ZOOM teleconference or because of some bean-counter staring at a computer monitor. Mail moves because good decisions are made and because the employees show up for work and do their jobs; and they are left to do their jobs in the best way that they know how, not because some fly-by night manager tries to reinvent the wheel. The confluence of management's incompetence, pandemic absences, the sheer glut of mail, and the poor decisions locally will make Christmas a great big Chris' Mess here in the Lehigh Valley.

Morale is at an all-time low for several reasons; people aren't showing up for work, people aren't working when they do show up, supervisors offer no valuable direction, mail doesn't move out but it keeps coming in, people aren't getting their pay, work hours are exhausting, the safety conditions are unsafe, and nobody seems to care. I ask that in spite of how hopeless and misdirected it seems here, that you keep showing up for work and do your job in order to get the mail out for the customers and their family members that are expecting gifts this holiday season. We are all customers as well as employees.

I want to express my sincere gratitude to all of you that have been showing up this year throughout the pandemic, the weather, the hours and safety conditions, and the overall misguidance and mismanagement. Please continuing showing up and wearing your masks. The calendar can't change to 2021 fast enough.

Merry Christmas to all of you and Happy Holidays! I wish you all peace and good health in 2021 and hope that the new calendar year brings us all better work conditions and actual leadership with some clearer vision and meaningful results.

I leave this final posting of 2020 with a quote of advice from retired Mail Handler Bill Jablonski's Christmas card this year, "Stay positive, test negative!"

Stay United, Stay Strong-

*Sean*