

December 23, 2023

Fellow Members-

This is the last post for 2023 and there isn't a whole lot of new news going on right now, which can be spun any way you want it I guess. This year was filled with news and movement, but I have the feeling it will pale in comparison to next year. I remain more cautiously optimistic than President Gibson about our plight, but I am also very realistic about what is possibly headed our way.

The Annex is just about in the rearview mirror for good. The Spider and SIPS have both arrived here and the robots were sent off to New Jersey. We will be looking into how much work is being done at the Spider and then assess if jobs need to be created there. For now, those who have parcel post bids will also be rotated into, opt into, or be excessed into the Spider area. We will work that out.

Speaking of rotating, if there is an ergonomic rotation in place for a machine (which there is for every machine in the building) then it must be followed and followed by everyone. Ergonomic rotations are put in place to protect the workers from repetitive motion injuries or to at least reduce the risk of said injuries. Follow the rotations that are set up at your machines and if someone is not participating then speak up to your group leader, supervisor, or Union rep.

On the topic of injuries and keeping people safe, there have been about a half-dozen instances this year in this facility where trucks have pulled away from the loading docks while people were in them or just as people were entering/exiting them. That, to me, is a huge number and we have been extremely lucky that nobody has been seriously hurt or killed. Mail can wait, drivers can wait. We need to start following procedures and being aware of what is going on. I will be meeting with management and transportation right after the holidays in order to set up new standard operating procedures for supervisors, drivers, equipment operators, and dock personnel. Your safety should always be the number one priority.

Twenty-one (21) jobs will be going up for automated bid on January 2<sup>nd</sup>. Bidding will be done using liteblue or by calling HRSSC and using the job bidding line.

You have until December 29<sup>th</sup> to sign up for the Martin Luther King, Jr. holiday weekend, which is January 13-15.

Grievances were an all-time low this year, most of them were discipline related.

Discipline continues to be on the rise because people continue to not show up for work. Management doesn't want to hear about a pandemic anymore, they don't care if you are a single parent, you're supposed to have reliable transportation according to your application, and they definitely don't care if you have another job. If you have a condition that causes you to miss a lot of work then you should consider getting FMLA, it will be what saves you from losing your job. The Union can only get you so far when it comes to attendance issues; you have to get you to work. Like I've said ad nauseam, attendance discipline is black and white and it's easy for management to prove, but it is easier for you to prevent.

The holidays are here and management has taken to being Grinches by throwing some folks out of the building. Treat people the way that you want to be treated; it isn't that hard of a concept, at work and in life. We all come here to do a job, collect a paycheck, and go home. If you don't want to deal with someone or don't like someone, then stay the hell away from them, mind your own damn business, and do your job. If you do your job then people can't complain about you and if someone else isn't doing theirs then it's up to management to deal with that. We are supposed to be on the same team, not throwing each other under the bus because of petty conflicts or preconceived notions. This isn't high school and we are all supposedly adults. (That all applies to management too.)

The turnstiles are in and you can bet your next paycheck that management will be watching those. If you think otherwise, you are only fooling yourself. All other doors will be alarmed and monitored. The crackdown is coming.

Parking spaces reserved for the handicap will start being monitored by the local police. If you do not have a handicap authorization, you are setting yourself up for a nice fine.

In the new year, inspectors will be located in the building and domiciled here, just a word of warning for anyone that's into doing stupid stuff. They will also be monitoring the parking lots from what I understand.

Finally, the biggest change to start 2024 is that for the first time in over a decade, there will be a new name in the number one spot on the seniority list. Congratulations to Bruce Rasely, who is retiring after 50 plus years of postal service and additional military time. Bruce was a quiet and consistent employee for the entirety of my career and everyone else's. He was a Union steward before my time and a conscientious worker on the floor during my time. Without his leadership on the dock, there were managers

here that wouldn't have gotten much done. Bruce was only in the office for trouble once that I remember and that was when we had a certain crazy plant manager who decided to PDI every senior Mail Handler in the building for not staying overtime when she stomped her foot and demanded it (no matter what the CBA said). Needless to say, that nonsense didn't fly. Bruce's work ethic and dedication will be missed, as well as his steady guidance. We wish him the best of health and happiness as he sets out from here and we thank him for his service to the customers, the craft, and the country. Congratulations, good luck, and good health!

**Merry Christmas and have a safe and Happy New Year!!** (even if you have to work)

Stay United, Stay Strong-

*Sean*