

December 12, 2015

Members-

First of all, I'd like to congratulate Ryan Barna on his Grammy award nomination. It's a great honor and recognition of something he enjoys doing and we wish him the best of luck and hope that he brings home the trophy. I'm almost positive that my opportunities to congratulate Grammy nominees will be very few and far between.

As everyone has probably already heard, the Union received the first draft of the Christmas schedule. According to the rough draft, Tours 2 and 3 will be having some people forced in on Christmas day. Rest assured that I have already begun discussions about minimizing the number of employees inconvenienced on the biggest holiday and one of the holiest days (for those whom that may affect). It appears that we will be able to reduce the amount of regulars forced. I will keep you all updated, especially those who it directly affects.

We had our Branch Union Meeting on Friday. Despite the sparse turnout, it was a very fruitful meeting with much discussion about issues here at LVP&DC. Treasurer Mike Mohan let us know that our debt to the National is finally paid off. I can't say enough about the job Mike, John, and the executive board have done to bring us out of all the financial woe we faced when they took office. We have gone from being \$500,000 in debt to being almost a half million dollars in the positive. The transparency this regime brings and the fact that we are finally out from under most of the terrible fiscal decisions that were made by previous administrations is a relief of a huge burden to this Union as a whole, and a testament to how much the current leaders care about the long-term stability of this Local and the good of its members. As President John Gibson often says, and reiterated on Friday, "Revenue equals representation". Without having to worry about misappropriated funds, personal gain by the caretakers, or paying off past debts from predecessors; we now have the financial security to train representatives and to pursue our grievances to the highest extent.

If you do not receive the Union newsletters in the mail, please update your address with the Local Union HQ. The contract negotiation team met and went over the suggestions handed in by locals. Most of the suggestions dealt with eliminating 204Bs and the granting and clarifying rights of MHAs. Our current CBA expires in May. As was reported in my last posting, we received a contractual raise, but our Union dues will not be raised this time. The rest of the country's dues have finally caught up with what we have been paying for years due to prior misspending (see above paragraph for my

feelings on that issue). If you see any increase in your dues, please notify me immediately. Please consider giving to the Mail Handler PAC (Political Action Committee). We are at 93% membership rate. The rate seems lower than it should be because I don't ask MHAs to join until after their first 90 days of work. Our rate is actually above the average for the Local.

Grievances for custodians and clerks doing our work continue to mount and payments have been trickling out in dribs and drabs. Please continue to write witness statements and bear the process out. I know it can seem like it isn't amounting to much, but our vigilance is needed to try and stop the contractual infractions that take place daily. President Gibson said that he will be taking the non-payment issues and the constant disregard for our contract to higher authorities. In case you didn't notice, when the clerks were short handed on 11/28, management didn't ask a single Mail Handler or custodian to do any clerk work. Why is it so blatant and easy to violate our rights but not other crafts? We keep winning the grievances, yet they continue to break the contract. You would think that someone up above would want to shut off payout spigot and just staff the building correctly.

One final note before announcing the gift certificate raffle winners. Next year I will be doing the raffle a little differently and giving more prizes to those who attend Union meetings and just giving one certificate per tour to at large members. Also, I'd like to recognize Jordan Davis. He had his name drawn to be a prize winner but felt it was not right for him to win, even though he was always a dues paying member he was an EAS employee for the majority of the year so he forfeited his prize. Even though members make some decisions that maybe they regret, they still return to craft with some integrity intact. Having Jordan and Dylan return to the craft is a welcome sight and we are glad to have them back. And now for the certificate winners, who will receive \$35 gift certificates to the establishment of their choice between Wawa, Giant, or Wegmans:

John Visco drawn by Tony Urbanavage

Harvey George drawn by Teresa Craig

Tony Urbanavage drawn by Doug Hilbert

Jonathan Ramirez drawn by Jordan Davis (to replace Jordan Davis who was drawn by Kim Yoo)

Dave Sivak drawn by Brian Odums

Michael Bezpietka drawn by Alan Sienkiewicz

Kim DaRoja drawn by Sun Lee

Union meeting attendee

Union meeting attendee

Union meeting attendee

Tour 1

Tour 2

Tour 3

All Tours

WISHING YOU AND YOUR FAMILIES A SAFE AND HAPPY HOLIDAY
SEASON!!

Stay Safe, Stay United, Stay Strong-

Sean