



# When Enough is Enough!



There can be very little argument from those with any objectivity, that a clear and often vicious double standard exists with respect to how the employer reacts to the conduct of management versus the conduct of mail handlers. We as mail handlers are often put off the clock for even the slightest accusation of wrongdoing. Not so for those managers who cross the line on a regular and recurring basis. To be sure, the deck is stacked against those who actually move the mail, however this does not mean that we are powerless. The National Agreement provides a mechanism to address the abuses that are committed against us on a too regular basis. The disrespect shown mail handlers, the very backbone of the mail processing world, has, in my view, reached epidemic proportions. Managers demeaning and degrading hard working members at every turn, intimidating and in some instances assaulting employees, all ignored by middle and upper management. WHEN IS ENOUGH, ENOUGH!

One might well ask what can we do about this assault on common courtesy on the contractual requirement of treating all, even us mail handlers, with the respect and dignity we deserve. Yes, you read that correctly, we have a contractual right to be treated with respect. This means it can be enforced through the grievance procedure and if necessary the courts and this Union has the resources and the will to do just that. It all begins with you. Each and every instance of improper treatment by a manager toward you or your co-worker should be reported to your facility Union representative. The Agreement between the parties at the National Level and enforceable in every nook and cranny throughout the Postal Service states in part, **“Other types of disputes that may be handled within the grievance procedure may include:**

- **Alleged violations of other enforceable agreements between the parties, such as the Joint Statement on Violence and Behavior in the Workplace. In a National award, Arbitrator Snow found that the Joint Statement constitutes a contractually enforceable agreement between the parties and that the union has access to the grievance procedure to resolve disputes arising under the Joint Statement.”**

So what does the Joint Statement have to say about employee conduct? We have heard it referenced many, many times when it comes to the conduct of mail handlers, but what does it say about management conduct?

There are actually two statements that are enforceable under the language above. The first reads in part,

**“We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and there will be no tolerance of harassment, intimidation, threats or bullying by anyone.**

**We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day’s work for a fair day’s pay, does not justify actions that are abusive or intolerant. “Making the numbers” is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions...**

**...let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect and fairness are basic human rights, and where those who so not respect those rights are not tolerated.”**

Sisters and Brothers, it seems to me they have been tolerating a lot of bad behavior on the part of managers ever since this thing was written over twenty-five years ago and ENOUGH IS ENOUGH! Notify your Union representative and let’s enforce their promise to remove the bad actors from management and create a workplace where the treatment of employees with dignity and respect is the norm and not the exception.

In Union Solidarity  
- John Gibson

**Happy Holidays  
from  
Local 308**