



# NDC Impact Update

February 27, 2015

Dear Brothers and Sisters,

As previously reported, the Union at the Regional and Local levels was notified on February 20th of an excessing event affecting mail handlers within the NDC. The Impact statement of 122 pages included various documents outlining some hours and staffing analysis with identified impacts by work area. 22 pages of the 122 page document have been posted on the Union's website at [www.npmhu308.org](http://www.npmhu308.org) under Branches then NDC. The remaining 100 pages include a current listing of all bid positions in the facility (29 pages), a seniority roster (13 pages), unrelated maintenance information (53 pages), and a number of the employer's "weekly flash reports" (5 pages). Once we verify that the flash reports are not restricted they will also be posted. According to the statement, the impact is related to a "BPI and Staffing review". Plant Manager Morrow indicates in his 11/20/14 request to the Eastern Area Vice President that the impact is "Due to Compliment [sic] no longer matches workload..." It is indicated in Mr. Morrow's request that the event would be implemented by 4/18/15. It is the position of the Union that the April date would now violate Article 12 of the Agreement and we expect a revision of that date for any impact that might occur. Following our review of the statement there remain a number of questions regarding the management processes involved as well as the disregard for the National Agreement. A couple of items to note within the document include the employer's desire to retain 39 casuals, while at the same time terminating all current Mail Handler Assistants and excessing 90 career Mail Handlers, reducing the career complement to 361. It is our position that prior to any excession all casuals and then, if necessary, all MHAs would be released. Secondly, the report indicates the elimination of all mail processing duty assignments within the secondary operations which includes 62 mail handler positions. The Union did inquire as to the future plans for the mail that is currently processed in the secondary, but thus far management has refused to share this information. The Union has submitted an official request for information and will pursue any failure to provide information relevant to collective bargaining with the National Labor Relations Board. The underlining rationale for the elimination of so many bargaining unit positions defies logic. It is management who schedules all discretionary hours; all casual hours, all MHA hours, and all overtime hours. If operations managers on all three tours schedule too many hours according to the Plant Manager, why would he then not simply direct a reduction in work hours. I wonder what is actually discussed in those secret staff meetings they have. It would seem a perfect

opportunity for Mr. Morrow to demonstrate his extensive mail processing experience and instruct his operations managers on how to more efficiently manage mail processing personnel instead of just counting beans on the third floor. Recently and following Morrow's failed restructuring efforts, the number of overtime hours, particularly on Tour 3, have increased, this is obviously not an indication of overstaffing. It appears to me at least, that Mr. Morrow's inability to motivate his subordinates "to do more with less" and his failure to efficiently manage the NDC operation has resulted in his vindictive effort to hurt craft employees. We are committed to exposing the fraud, waste, and mismanagement of Mr. Morrow. His decision to retain casual employees over career mail handlers and future career mail handlers tells us all we need to know about the level of respect this guy has for those whose careers have been committed to actually moving the mail. Upon arriving at the NDC Mr. Morrow couldn't wait to share his history as a mail handler which lasted all of one day according to him. He found it amusing that he couldn't hack working as a mail handler so he quit and somehow that demonstrates his leadership...pathetic. He quit then just like he is quitting now and hard working mail handlers and others have to suffer for his inadequacies. He can't inspire his managers to move the mail efficiently so he's quitting on the facility and leaving the mess for the next manager to clean up. The Union is now scheduled to meet with Area and Local management on Thursday March 19th at the NDC. As soon as developments occur we will pass them along. If you have any questions or concerns please do not hesitate to contact Branch President Zelenenki of this office directly.

In Solidarity,

John Gibson