

Fellow Members,

Some good news to start this posting... there will be a COLA totaling \$520 annually that will be effective beginning March 3 which will be reflected starting in your March 23rd paycheck.

Congratulations to Tour 2 Mail Handler Pasquale "Pat" DiMaria who decided to take the VERA and retire two months earlier than expected. We wish Pat the best and thank him for his years of service to the craft and his years of membership to this Union.

Joining Pat in exiting will be Joe Bonavita, who will be retiring in a week. I doubt any of us will see him before then, but if you do happen to bump into him then make sure to wish him well as he begins the next phase of his life.

The attendance push has begun. Don't say that I haven't warned you about it. It seems that each tour is implementing their system a little differently; some people are giving attendance reviews and some are only addressing you after you return from a call out. Please just be aware that management has decided that they will start paying attention to people's dependability to show up for work. Remember, if you are being called in for a PDI then you should ask for a shop steward to be present. If you receive any discipline, then it is your responsibility to give a copy of it to the Union. The grievance must be filed within 14 days of your receipt of the notice, so please do not delay getting your statements and letters to us.

Clerks continue to be placed in Mail Handler jobs and bosses continue to perform bargaining unit work as a result of our staffing woes. Please do not hesitate to stop in the office and get a witness statement to fill out or even just write out a statement on your own paper. We need to be filing on these infractions every time we see them happen. More than it padding our paychecks, it protects our work and our jobs. The extra money is nice, but the important part to realize is that if we are complacent with management doing our work and with management assigning other people to do our work then pretty soon our work will no longer belong to us!

I also cannot stress enough how important scanning is to the future of our jobs. Scanning is important to our customers in order for them to know where their packages are, but it is also a vital piece to the ridiculous Function 1 farce. When we don't scan trucks in, or containers off of trucks, or parcels into containers then we are missing

opportunities to show exactly how much mail that we are moving. The more mail that we are moving equals the more jobs we need. I realize that in some instances there is a chicken-egg scenario inasmuch as sometimes we do not have enough personnel or scanners therefore the scanning doesn't get done and so we lose or don't gain jobs. I implore of all of you though to make every effort to scan everything that you possibly can.

Now let's move on to some of the management issues going on right now. The biggest and worst problem is the way that a few of these folks think is the way to properly address employees. Mr. Hanson wants to preach morale, but as long supervisors believe that they can talk to employees in a condescending tone just because they carry a radio and get paid more; then there will always be a huge disconnect between the employees and their bosses. It is not every EAS in the building that feels that it is their right to be belligerent, but there are three that I can name off the top of my head and nothing gets done to address or correct it. The Union is filing grievances against any misled individuals who think that talking to people in raised tones and in worse ways than they would speak to their children or spouse is the way to get any production or respect out of someone. We are all human beings here and nobody is better than anybody else because of their pay grade or title. Everybody should be respected and treated in a dignified manner. It seems that some forget to treat people how they would like to be treated. That is not just a product of where they come from, it is an attitude or persona that they wish to continue to project and USPS management should be ashamed to defend it, to just dismiss it, and to allow it to continue.

The "Return to Reading" case which was to be heard before an arbitrator on February 21st has been delayed yet again by another favorite USPS tactic. The wonderful people in the higher-ups have decided to refer the case to the antiquated and inadequately operated RI-399 process now after it had already gotten almost all the way through the Article 15 grievance process. It's just another wonderful way that management tries to stall justice, especially when they know that they may be on the losing end of an argument. And yet again I ask, do they really wonder why people have bad attitudes?

Bidding for prime weeks of vacation has closed. The results are posted.

Grievances continue to be filed every time a job is vacated and not posted. So far there are 8 jobs that have not been posted. As with everything, it will take time for this all to get settled.

The Lehigh Valley/Scranton Picnic has been scheduled for Saturday, September 22nd. Save the date so that you can attend what we hope will be even bigger and better than last year's event; maybe some of our Union brothers and sisters from Scranton will even make an appearance☺ .

Stay United, Stay Strong-

Sean