

February 4, 2024

Fellow Members-

Valentine's Day and the Super Bowl are right around the corner so here's a reminder that the book limits are extended by three people per tour for those days as a result of the LMOU. If management tries to tell you the book is full,

The second round of prime vacation bidding is starting. Be sure to get your choices in if you are number 78 and junior, including MHA's.

There is a notice on the bulletin board about the upcoming retirement seminar on March 10th. If you are close to retirement, and even if you aren't, we recommend this seminar to help guide you. The woman who hosts it is very knowledgeable and the seminar itself is quite informative. There is no pushy sales pitch and she will assist you in filing your retirement paperwork at no cost. Many of the recently retired Mail Handlers have attended this seminar and used her services.

HR has once again bungled the job bids. I am hoping that they get posted between Monday-Wednesday of this coming week. If jobs wind up being delayed in posting for too long, then we will file a grievance.

Discipline is being doled out left and right for a myriad of reasons, but mainly attendance issues. Here's the deal folks, if you continue to do the things that you are being written up for then you are not correcting your behavior. The Union is here to represent the Contract and make sure that management abides by it; we are not a "get out of jail free" card. If you continue to be absent from work (without FMLA coverage), show up late, yell & curse at supervisors/employees, leave the premises, or participate in some other frowned upon activity, then management will stay on you and eventually they will get you. None of you have nine lives, nobody in this office walks on water, and even a broken clock is right twice a day, so that amounts to the fact that you can get fired. This is one of the best and easiest places to work, but there still are rules that we all are supposed to follow. Do we bend rules? Everybody does. But we have to know the boundaries and stick to them. You have to be willing to help yourself, the Union can't carry all of the weight.

I wrote in the last posting about doing your bid job and one job only. This is a serious matter that affects your jobs and the positions needed in the building. At no time in my career has it ever been more imperative for people to stick to doing their jobs than

now. If you want to cross levels and do three jobs a night, then what you are doing is showing the bean-counters that there is no need for the other two positions; one person can do those three jobs. Eventually, the other two jobs will go away and then when we lose positions, we lose people. One of those people may be you. One of those jobs may be higher level or weekends off, good positions that maybe you would have wanted. Don't do other people's work and then complain about them not doing their job either. If they aren't doing their job then let management address it; that's what they get paid for. Finally, on this topic, stop letting clerks and supervisors do our jobs. If you see them doing our work then write it up and get paid for it. Our work is our work and it should remain that way. If the supervisors or the clerks are doing our duties then that is a contractual violation and should be documented and handed off to a shop steward to grieve. Don't be lazy and allow it or not write it up; we have pre-printed witness forms for both violations in the office, you just need to fill in the details and sign it.

My final talking point in this post is EAP. EAP is the Employee Assistance Program and many of you don't even hear about it unless you receive a PDI. Even when you hear about it during that scenario, it is just a thrown-in question during management's barrage of nonsense. They ask it and skim over it without really explaining the process or its usefulness to you. The fact is most of management here just goes through the motions and reads off of the sheets; it's just one more question on the page. They don't really care what you are going through and if you really need EAP, so they won't take the time to go over it with you. To the USPS, you are mainly just a number, an EIN, a job bid holder, a position. They don't know you or any of the problems that you may have or what you are going through, nor do they really care. Most of the supervisors don't take time to get to know those things and they don't care to because you are just a number on a call-off sheet and so many absences equals that you deserve discipline no matter what the reason for the absences. (There are bosses that are exceptions to that last sentence, but they are few and far between.) Many of the people that I deal with every day have issues, issues ranging from family matters to chemical dependency to financial to whatever. I know each one of the Mail Handlers that I represent and sometimes I take it too personally, but please, if you need help then get help. EAP is non-Postal professional counselors trained to deal with people's issues. It is a private process and it is paid for by the USPS. The first six sessions are on the Post Office, after that most insurances can be billed for additional sessions. Use this resource and get help; if they can't help then they can help refer you to someone who can.

While people in this building, with the exception of a couple, may not have known him, the Mail Handler craft lost a brother last month when Ken Wronowski passed away. Ken was one of Mail Handlers in the Allentown facility and previously in the Bethlehem Airport Branch. Ken sometimes could be a handful, but he was a good guy with a great heart that was willing to help anyone and everyone. Ken served in the Marines and was a carrier prior to becoming a Mail Handler. Please keep Ken and his family in your prayers. Rest in Peace, Ken.

Stay United, Stay Strong-

Sean