



March 21, 2017

President's Report

The following is a description of the Lancaster Branch activities covering the first two months of 2017.

Over the first two months of 2017, the Union has continued to take an aggressive stance in all matters relating to wages, hours, and conditions of work. Under the provisions of Article 15 of our National Agreement, the Union has filed some 52 grievances to date, defending the contractual rights of Mail Handlers in Lancaster and holding those in management accountable for their violations of our Agreement. By far, cross-craft issues covered under Article 7 have been the subject of a majority of the grievance activity. More than 20 grievances have been filed protesting the excessive use of clerks to sweep the SPSS. One of the earlier grievances filed pertaining to this violation has been designated as the Representative Grievance and has been appealed to Step 3. The others will be held at Step 2 pending the outcome of this Representative grievance. As you know, the Postal Service has designated the Mail Handler craft as primary craft for sweeping duties on the SPSS. The Jurisdictional determination makes clear that only the minimum number of clerks required to implement the rotation will be assigned to sweeping duties on the SPSS. It is absolutely unreasonable and irrational to believe that it takes 15 clerks sweeping the SPSS to implement said rotation. Of course, this type of thinking is brought to you by the same folks who think that the staffing on a 200 bin APBS is the same as a 100 bin APBS. The truth is that it is easier for local management to violate the contract than it is to actually schedule and manage employees. The Representative grievance pertaining to APBS placarding duties has been scheduled for Arbitration on April 19. A decision on this cross-craft issue will expectantly resolve more than 15 other grievances which are being held pending a decision. Tour 2 steward Phil Morris has spent countless hours tracking the hours worked by clerks and has been relentless in filing these grievances protecting Mail Handler work. Other noteworthy grievances which have been filed by the Union in the first two months of the year include grievances relating to safety (staging areas not provided or are insufficient) and a violation of the casual cap. During the first week of January, management reached out to the Union to attempt to negotiate an exception to the casual cap, but when management would not meet Union demands, any chance at an agreement was lost. The Union has no intention of giving away Mail Handler work hours to supplemental employees unless the return on these hours benefits the craft and the results of such agreement tangible.

The Union is currently tracking all work hours on the SPSS in order to determine if a grievance should be filed relating to the creation of bid assignments outside the hours of the already established bids. We are aware that approximately 1 month ago a shift in Tour 2 mail processing occurred in which management began staffing the SPSS daily at 10:00 AM. The Union is gathering and analyzing data and at this time a larger sample is required before initiating a grievance. Ideally, a 3 month sample would be examined, but if there is any indication that this change is permanent, we will file immediately. Much of this hinges on the continued processing of Lehigh Valley volumes in Lancaster.

On January 9 the Local Dispute Resolution Committee met to discuss LCUS staffing. The position of the Service is to continue to staff the LCUS in the manner that it is currently staffed. During this meeting the Union stated that its position is that the LCUS is not assigned to the clerk craft, only the 050/055 work which is being performed currently. If other mail volumes are ran on the machine, the Union reserves the right to dispute such assignments.

The Union has also filed grievances protesting the delay in conversion of MHA's when a residual vacancy occurs along with appealing the issue to the Article 12 task force. This case has been scheduled for arbitration, and when a decision is rendered, I will update.

I continue to urge all to assist the Union in policing cross-craft and supervisors performing bargaining unit work by submitting a detailed statement of the violation to your steward.

Shelby Root

Branch President