

January 10, 2019

Fellow Members-

First off, congratulations to Greg Connally on his upcoming conversion to full time regular which will occur on January 19th.

Next up, I'd like to comment on the holiday performance of the plant/annex for the Christmas season. I would say that it turned out a lot better for the customers this year than it did last year, but there is still work to be done to improve. Most of the improvements involve management being more organized and having a better advanced game plan. I think that all of the staff worked well even though we were not up to complement and didn't even receive all of the help we were supposed to. I'd consider the Christmas Annex a success, even in spite of some of the unpreparedness and indecision by some of the management staff from this facility. I will say this, too, the supervisors in this facility could definitely learn a lot from the management techniques utilized by Jose and Lyana over in the annex. The employees there, even when short-staffed and inundated with mail, kept a positive attitude and plowed through to accomplish the work of each day. Both supervisors did a great job communicating with employees and making them feel appreciated and as if their opinions and ideas mattered. Even as a skeptical and cynical seasoned USPS employee and Union rep, I was impressed with the way both supervisors handled themselves, the regular and casual employees, and situations created by their fellow EAS employees. The unfortunate thing is that there are too many supervisors in this facility that are too proud of and set in their ways of being ignorant, unknowing, blustering, bragging, paycheck collectors. They don't want the responsibility and accountability that goes with the salary that they receive. The flip side of course is that there are more than enough employees here that do their job and just want to be left alone, so the work gets done anyway in spite of the mismanagers.

I will repeat, reiterate, and be redundant on the few couple of subjects: attendance, scanning/swiping, no lunch, and grievance awareness.

First up is scanning. Scanning is one of the biggest factors involved in our jobs these days. Scans not only benefit the customer who can track their mail every step of the way, but it is also a vital and valuable tool in job creation and retention. We must continue to be vigilant in scanning every package that we move, every truck that we arrive/dispatch, and every container. It is through scans that we establish and maintain work. Our scans have risen and gotten better and we are about to be

rewarded for that vigilance by having more jobs created. The second part of the job battle is swiping your job codes. Make sure that every time you move to a different operation that you are swiping over to that operation number. Do not trust a supervisor to do this for you!!

Now for attendance; as I have said repeatedly ad nauseam, there is no gray area when it comes to attendance, which makes it the hardest violation to defend. You are either here or you are not. You are either on time or you are not. Do not give management the weapon to come after you with because the shield to fend off this attack is only so strong. Even a blind squirrel finds a nut occasionally, so although management can seem overwhelmingly inept, inefficient, and downright incompetent at doing their jobs at times, sooner or later they are going to get someone and that someone will be fired. Even with how strong and well-trained this Union and its advocates are, we can't win every case and you don't want to be that one that loses their job when an arbitrator has a bad day and hands down a losing judgment.

If you feel aggrieved, make sure to ask to see a shop steward and get the Union your info. We cannot file grievances without witness statements and without knowledge of a problem. Management does not provide us with your discipline or tell us when they use clerks or bosses to do our work. Keep us informed and protect yourself, our work, and our jobs.

Full-time regulars, if you take a "no-lunch", you get two (2) fifteen (15) minute breaks and a five (5) minute wash-up at the end of your shift. Management will be cracking down on this. Do not be the first individual to lose this privilege!!

I will be pressing management in the coming weeks to create new jobs because, as I had speculated for months, our Function 1 number went way up. This will lead to job creation and conversions. There will also be some changes in start times. It may also lead to cuts in overtime once everything is in place. I just want to remind you that our function is to create and protect jobs and CBA rights, not overtime. We may wind up doing another accelerated bid booklet, but I will follow up with that information as it becomes available.

Next up, the Union membership drive is on. This facility only has two non-Union members and I think we all know who that sibling tandem is. If you don't know who I am referring to, just look for the asterisks on the seniority list on the Union board because I will not mention non-members other than management personnel in these postings. If you convince either or both of the misguided duo to join, you will receive

\$50 for each of them and accolades from the rest of the members and leaders of this Union.

There will be "climate assessment teams" coming to the plant to review situations with SDO Cecilia Gonella and MDO Dylan Coopersmith.

Our first attempt at a bowling event will be held on January 26th at Town and Country Lanes. So far we have a good number of sign-ups and the Harrisburg facility is even sending some representatives here to not only try and win some of the prizes, but also to challenge our employees to a bowl off. Hopefully the winner of Aji/Bossert versus the Krafticians roll-off is up to the challenge! See the flyers around the building for more information about all of the included stuff and then stop in the Union office to sign up. Remember all events in the Local are FREE to members. See you there!!

Stay United, Stay Strong-

Sean