

Fellow Members-

The first round of Prime Vacation bids is now open. Anyone with seniority 1-78 can now get bid forms from the Union office and submit them for the Prime vacation weeks. The first round lasts from 1/17-1/31. Second round submissions for seniority 79 through the MHA's will be from 2/6 until 2/21. Please read the cover sheet for the bid instructions and ask questions if you have them.

Discipline continues to be doled out at an alarming rate, which means discipline grievances continue to rise. If you are given discipline, whether it is issued in person or through the mail, make sure that you get it to a steward ASAP. We only have 14 days to file a grievance on your behalf. Management has no obligation to inform us that they issued you discipline, that responsibility is yours. If you do not get it to us and we do not get to grieve it, the discipline stays on your record for two years and can be cited as a step in progression for harsher discipline.

The nominations for 2024 NPMHU National Convention delegates have occurred and the list is posted on the bulletin board. Ballots will be mailed in February, as I'm sure campaign literature also will be. Please make sure to read the bulletin board for more information and to vote when you receive your ballot.

There has been no news on the status of our outgoing letters and flats, nor on any of the proposed changes for the facility. When we hear something, we will share it.

The turnstile monitoring has started as management is randomly pulling people's badge swipes to see how often they are going out and coming into the building. No action has been taken yet but you can see the storm clouds gathering.

Witness statements are a key component of the grievance process. Whether it is supervisors and clerks doing our work or if it's a supervisor mistreating employees, management and their representatives are less likely to buy into a grievance when it is just the Union filing a grievance without any substantive support. When a steward goes to a supervisor, it is just a claim based on hearsay at that point. What is needed is a written record by someone who actually witnessed the contractual violation or endured the misbehavior. The more artillery we have and the better we are prepared when we head into the grievance process, the better off we are to fight the battle. Just telling your rep in passing that you saw someone do something isn't enough to go on; put your

pen to paper and give the steward the facts so that they can mold the grievance accurately and proficiently.

All of the time, but most especially in this time of proposed changes and uncertainty, we should be mindful of how what we do affects our jobs. People should only be doing one job. If you are doing other people's jobs then you are taking a job away and making the job seem unnecessary. If clerks and supervisors are doing our work, then at some point the work may disappear. Don't let these transgressions go unchecked. Do your job and one job. Write up bosses and clerks doing our work. Be active instead of standing and watching our jobs go away; the job you protect or save may be your own.

The Picnic date has been set and the caterer and pavilion have been booked. Mark your calendars for September 7th.

Stay United, Stay Strong-

Sean