



# A Matter of Respect



The power of collective bargaining is undeniable. Negotiating with the employer over wages, benefits, and working conditions is a diminishing right that fewer and fewer Americans enjoy. As we quickly approach negotiations with the United States Postal Service over the terms of our next contract, where there is obviously very much at stake as management attempts to strip current and future Mail Handlers of any hope of a living wage with benefits. We are, however, indeed fortunate Brothers and Sisters that we even have this opportunity and I am fully confident that our National partners will take advantage of it. There are other important components to our rights as a vibrant and powerful collective bargaining entity. One such critical component is the right to be treated with respect and dignity in the workplace. To be treated fairly and with dignity by both those in and out of management. This is much more than a contractual right; it is a Human right. Fortunately, we do have a specific contractual mechanism and a failure in this regard can be grieved under Article 15 of the National Agreement. The Parties jointly endorsed Contract Interpretation Manual (CIM) Version 3, which is available through the national's web site ([www.npmhu.org](http://www.npmhu.org)) as well as the Local's ([www.npmhu308.org](http://www.npmhu308.org)) spells out the right to challenge the disrespect we might suffer at the hands of the despicable in management. CIM, Article 15, page 1 states

*Alleged violations of other enforceable agreements between the parties, such as the Joint Statement on Violence and Behavior in*

*the Workplace. In a National award, Arbitrator Snow found that the Joint Statement constitutes a contractually enforceable agreement between the parties and that the union has access to the grievance procedure to resolve disputes arising under the Joint Statement.*

The Joint Statement referenced and supported by National Level Arbitrator Snow states in part

*We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness... "making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions."*

Yes, it's true, these are words that are very rarely recognized by those in management unless it is a craft employee accused, but we are here to enforce the contract including your right as a Member of the bargaining unit to be treated with the dignity and respect you deserve. It is a Matter of Respect and if you are treated in anything less than a respectful and dignified manner please ask for a Union representative.

In Solidarity,  
John Gibson

## Local 308 Winter Event



*NPMHU, Local 308  
President's Report  
January 2016*