



# AGENTS OF DISRUPTION



It has not gone unnoticed that the Service has been changing some of its managers almost as often as they change their socks. Moving plant managers like checkers, hopping them from building to building and district to district, without rhyme or reason has had a disruptive effect on the workforce. In each of the three districts within the jurisdiction of Local 308, frequent changes in upper management have become a regular occurrence. What does this mean for mail handlers you might ask...well, with little deviation a steady stream of reinventing the rules usually follows these abrupt and always unannounced changes in Plant Managers. These managers in most cases have rarely, if ever, reviewed the collective bargaining agreement between the parties and know even less about the Local Memorandum of Understanding and any established past practice. And to these transients, who, in short order, will be moving on to the next facility in their endless quest to screw up as many operations as possible, the rules don't apply. These agents of disruption have little regard for your rights as members of this Union, employees of the United States Postal Service, and at times can't even afford you the basic dignity and respect you deserve as a human being. We have witnessed the imposition of petty rules such as the prohibition against wearing hoodies to changing the rules on call-outs, all in violation of the contract. Article 5 of the National Agreement prohibits unilateral action and reads "The Employer will not take any actions affecting wages, hours and other terms and conditions of employment as

defined in Section 8(d) of the National Labor Relations Act which violate the terms of this Agreement or are otherwise inconsistent with its obligations under law."

This means they cannot modify the rules willy-nilly. However, this does not stop these self-anointed "experts" from announcing that they "didn't do it that way in their teeny-weeny office somewhere in the back woods of Arkansas" and they are going to straighten things out. Morale inevitably begins to crumble as the imposition of rules not at all related to mail processing begin to spew from the Acting Plant Manager's office. Not really sure what we can do to modify the employer's egomaniacal, self-destructive behavior but I am sure we have the will and the resources to challenge each and every breach of our Contract. Sisters and Brothers, we urge you to engage your Union Representatives each and every time they trample on your rights. You're asked to provide supporting evidence for your proper use of a negotiated sick leave benefit for an absence of three days or less; request a shop steward. You're on the OTDL and are skipped on your seventh day; request a shop steward. You're moved off your bid duty assignment in violation of the pecking order; request a shop steward. The rights we have earned over decades are protected by your activism Brothers and Sisters, STAY ACTIVE, STAY STRONG and put these arrogant agents of disruption in their place.

In Union Solidarity  
- John Gibson

## Weingarten Rights

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of ([NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689](#)), must be claimed by the employee. The supervisor has no obligation to inform an employee that they are entitled to Union representation. This right must be asserted by the employee. An investigatory interview is one in which a representative of the employer including the Inspection Service or an Agent of the Office of Inspector General (OIG) questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline may result from what s/he says, the employee has the right to request Union representation.

### THE RULES

**Rule 1** - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

**Rule 2** - After the employee makes the request, the supervisor has 3 options. S/he must either: Grant the request and delay the interview until the Union representative arrives and *has a chance to consult privately with the employee*; or Deny the request and end the interview immediately; or Give the employee a Choice of: **1)** having the interview without representation or **2)** ending the interview

**Rule 3** - If the supervisor denies the request and continues to ask questions, this is an unfair labor practice and the **employee has a right to refuse to answer**. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

### ALWAYS ASK FOR A STEWARD

National Postal Mail Handlers Union, Local 308 117 Neshaminy Rd. Croydon, PA 19021  
tel. 215 788 5308, fax 215 788 5323 or Visit us @ [www.npmhu308.org](http://www.npmhu308.org)

## LOCAL UNION ELECTIONS

Sisters and Brothers,

We are now in the midst of a Local Union Election for the following contested offices:

#### Delaware State Executive Board Member:

Brian Clark  
Ed Tucker

#### New Jersey State Executive Board Member:

George Gohr  
Eugene Jones  
Ron Judge  
John Macey

#### Pennsylvania State Executive Board Member

Brian Carson  
Matt Matteis  
Warren McLendon  
Brian Odums

#### Bellmawr Branch President

Eugene Jones  
Ron Judge

#### Trenton Branch President

Daryl Devita  
George Gohr

#### Wilmington Branch President

Brian Clark  
Ed Tucker

**BALLOTS COUNTED FEBRUARY 15, 2020  
VOTE NOW!**

*NPMHU, Local 308  
President's Report  
January 2020*