

Members-

It's winter time and that means that the snow storms will be arriving. That also means that mismanagement will be doing everything in their power to deny you your leave on days when you don't show up because of adverse weather. Please remember that if you call off emergency annual leave, that you will be required to bring in documentation and proof. If you call off administrative leave, please make sure you also select an alternative leave too. You know the people that the USPS leave in charge always feel that there is never any need for administrative leave and will make us fight for it until the bitter end. You also need to fill out your 3971's for admin and have copies for the Union of all 3971's you fill out. The Union will also ask you for a statement describing the effort that you made to come to work. Speaking of administrative leave and snow storms...last year's major snow event will be going to arbitration in the coming months. I will update everyone on the outcome when we hear it.

Let's get back to mismanagement though. The powers that be, even outside of this plant, continue to move forward with their ill fated plans. The idea of closing Scranton is still on the table and as of now that would happen in July. Management believes that we will be absorbing all of the Scranton Mail Handlers who are to be excessed. As of now, that would be about 38-41 people if nobody goes somewhere else or retires. They also believe it is a good idea to work the people 12 hours a day and six days a week. This is productive and helpful for nobody. The Union is trying to work on a solution to minimizing the beating that many employees (mainly the MHAs) are being subjected to. The people watching computer screens and counting beans forget that there are real people with real families, real health issues, and real lives outside of this place out on the workfloor. They feel that being a slave to management's operational needs should be the top priority in everybody's life. I sometimes think that they sit around and just think of ways to screw the workforce. And it is so obvious that there is a huge disconnect between the front office types and the real people who move the mail. I've said it before and I will continue to say it, but it has never been more obvious that everyone is just a number to this regime. They continue to move start times and then back fill the time by forcing people to work overtime because their plans are failing. They absolutely can't admit that they are wrong and they can't listen to anybody's advice. That would make sense. Instead they should turn lives upside down and then force people to work exhausting hours to make up for their mistakes. But it's what they want and that's all that counts. What's good for the product to the customers, the efficiency and betterment of the service, or the health and well being of the employees has absolutely no bearing on any of their irrational and nonsensical decisions. The misguided strategy (if that's what you'd even consider it) is to just keep shuffling shifts and abolishing jobs and then expect all of the people that you just inconvenienced to be happy and more productive. Keep pushing them to work more hours, take away higher levels, take away weekends off, treat them rudely and disrespectfully, make them start at all different hours, and then expect them to do their work plus the work of the approximately 20 people that we are short and get it all finished earlier than before. Well, and then blame the Union for not cooperating with them. There's no give and take when one side just keeps taking and forcing the other side to give. Some people want it all their way and don't want to work together. They can't see both sides of the story, just their side and that's all that counts and you should like it because they say so.

I seemed to get carried away there but let me add one more thing. If you put in slips for A/L, please make sure that you submit at least two slips but I'd recommend three. Management is not following timelines for returning them. Please refer to the LMOU or ask me about these guidelines. I recommend that you put in three slips and put on them the time that you submit them to a boss. Get one back signed instantly to show that the boss received them and the time that you handed them in. Get the other copy back when it is approved or disapproved. Also, if you feel that maybe the slip was unjustly denied then ask a steward. Some supervisors and MDO's think that they can impose their own limits on the book and the use of A/L.

We need to file against all of the stupidity some of these managers continue to invoke on a daily basis. That's where the contract, the stewards, and grievances come in. Some of them don't think anything of discriminating against certain employees that they don't like. Some just screw everyone in their area over. Some believe that they are above the law. Some believe that they are still craft employees. Some believe that they can talk to people like they're dirt. Some just make up their own rules. Some believe all of the above. ASK TO SEE A STEWARD AND WRITE THESE PEOPLE UP. Management has two hours to get you a shop steward...if they don't then we have another grievance. They aren't going to stop, so why should we. They are out of control and take their direction from the top.

Stay United, Stay Strong-

Sean