

Nick Casselli
President

Linda Gargon
Vice President

Blair Lawrence
Treasurer

Larry C. Henderson
Director of Industrial Relations

American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023
Phone (610) 522-4520 • Fax (610) 522-4533



Box 126
5301 TACONY STREET
PHILADELPHIA, PA 19137

National Postal Mail Handlers Watchmen, Messengers, and Group Leaders LOCAL #308 – AFL-CIO

DIVISION OF LABORERS' INTERNATIONAL UNION

Tel. 215-537-8220 (FAX) 215-537-8228

Representing • Delaware • New Jersey • Pennsylvania



CERTIFIED NO: 7005 1820 0006 2847 0503

September 5, 2014

Mr. Joshua D. Colin
Vice President, Area Operations-Eastern Area
475 L'Enfant Plaza, SW
Room 10501
Washington, DC 20260

Dear Mr. Colin:

The American Postal Workers Union, Philadelphia, PA Area Local #89 and the National Postal Mail Handlers Union Local #308, are jointly writing this letter with grave concerns regarding physical and verbal confrontations on the workfloor.

In the past few months, our members have been physically and verbally assaulted. Manager Derrick Lewis punched a PSE clerk. The PSE clerk was taken to the hospital. Manager Lewis did not lose one minute off the clock. Acting Manager Joseph Hinton cursed a group of female Mail Handler Assistants (MHA), then took a male MHA in a storage room and threatened him. Acting Manager Hinton never missed a minute off the clock. We have had our members taken off the clock for carrying a cup of coffee to the Swing Rooms and various unacceptable reasons.

The Zero Tolerance Policy was written and put in place for all postal employees to adhere to. Management and Craft employees are governed by this policy. Past Practice has always been when a confrontation exists both parties are put off the clock and put on Administrative Leave while the investigation is conducted. We have gone through the chain of command at the Philadelphia Metro with these issues and concerns. We were given some disturbing answers.

Our unions will not accept the excuse that a manager was defending himself. We, also, believe this is a serious conflict of interest that violates our members due process – no manager will rule against another manager.

Our union members are experiencing a Power Imbalance on the workforce. The relationship between supervisor and employee is inherently unequal because the craft employee cannot react as though the assault came from an equal, such behaviors constitute threats to an employer. Managers and Supervisors are held at a higher standard of review in supervisor-employee confrontations. When such behavior is the supervisor's everyday management style, there exists the presumption that a hostile work environment exists. Management should always be held at a higher standard of strict liability because the United States Postal Service (USPS) chooses and trains managers and supervisors and has the power to counsel, discipline or remove supervisors who bully and intimidate craft employees. Bullies cannot exist unless the USPS tacitly permits or encourages bullying behavior. The supervisor's bullying behavior poisoned the well of cooperation on the workforce. There is no substitute for civility in supervision and a mutual regard for the dignity of persons in the craft positions. Where resentment and aggression routinely displace cooperation and communication, violence has occurred.

The USPS has disregarded confrontations on the workforce because the level of violence has not reached the place where armed police officers are needed to disengage the parties.


Why hasn't Management, in Philadelphia, alerted the Threat Assessment Team who are responsible to provide guidance to postal management in responding to and assessing the seriousness of violent and potentially violent situations?

Our Unions are in total agreement that both managers be removed from the workforce immediately. We are willing to sit down with you and discuss the violence on the workforce today.

If you have any questions, please feel free to contact Nick Casselli, President of the Philadelphia, PA Area Local, APWU #89 (610) 522-4520 and Mike Rembelinsky, Branch President for Lindbergh Facility, National Postal Mail Handlers Union #308 at (215) 365-5406.

Awaiting your expeditious response.

Thank you.



Nick Casselli
President
PHILA PA AREA LOCAL APWU #89

9-9-14
Date



Mike Rembelinsky
Branch President for Lindbergh Facility
NATIONAL POSTAL MAIL HANDLERS UNION #308

9-9-14
Date

NC-MR/ceg

cc: Guy Cottrell, Chief Postal Inspector
Mark Dimondstein, President, APWU
Mike Gallagher, Eastern Region Coordinator

Joseph Sheehan, Acting Postmaster
Chu Falling Star, Acting District Manager