

July 26, 2019

Fellow Members-

Let's kick off this posting by congratulating Tour 2 AI/AFSM Mail Handler Bruce Rissmiller on his upcoming retirement. Thank you, Bruce, for your years of service not only to the customers of the Postal Service, but also for your service in the U.S. Navy. Bruce's last day is July 31st; if you have the chance, wish him well as he begins full-time life outside of this edifice. Congratulations and good luck, Bruce!

Now let's go over the procedures for filling out a 3971 and submitting it for an annual leave day. In order to protect your rights, you should always fill out three copies of the form for the day(s) that you are requesting. Make sure to fill in the box on the left of the 3971 marked "Time of Call or Request" with the date and time that you hand the slip to the supervisor. Copy number one should be signed, dated, and returned to you by the supervisor when you first hand them the slip. This is your proof that you properly submitted your request. According to our LMOU, the supervisor then has 2 hours to return a signed copy of your request to you either denying or approving your leave if the slip is for 8 hours or less of leave. If the supervisor does not return the slip within two hours, the leave is considered approved and you should see a shop steward to make sure that it is documented that the two hours were exhausted. Be sure to have that signed and dated copy from the supervisor stating when the request was received handy to give your steward. If the slip is for more than 8 hours, management then has 24 hours to act on it and it must be submitted at least 2 days prior to the first date requested. You must follow the above steps, though, in order to be able to fight and prove the infraction. The 3971s posted on the bulletin boards show the areas that you should fill in (yellow highlight), the areas that should be filled in by a supervisor on copy one which is handed back to you immediately (pink highlight), and the area that should be filled in by the supervisor on the final copy that you receive back (orange highlight).

This should be a relatively obvious one, but I'll write it anyway. If you are not canvassed to work overtime, then you cannot just show up and work it on your own. This violates the overtime desired lists and leads to issues. Now that SDO Dave Moulthrop retired, the Union now administers the ODLs after being told by management the number of people that they require for each category. If you are not in rotation, then please don't just work it under your own volition.

Now for something that is becoming more prevalent around here and that really should not be allowed to become commonplace, employees taking it upon themselves to do higher level equipment operator work when they are not assigned as equipment operators. If you are not assigned as an equipment operator and not getting paid as an equipment operator, do not operate equipment. Dock laborers and group leaders are not equipment operators! You are depriving someone else of the higher level, possibly skipping seniority, and assisting management in eliminating jobs; not to mention that there then is not enough PIT equipment for the people who actually hold the operator jobs. If you need a forklift driver, page one or request that a boss put up an additional one. Let's get it together! And if you are an equipment operator, do not use your PIT to do things that it is not meant to do, such as using a forklift to lift BMCs or APCs. Not only is forking containers unsafe, it's just a plain old dumb idea because when something goes wrong you can bet your rear end that management will be blaming you, pulling your license, and bringing you in for the PDI.

When you call out and request leave or LWOP, make sure upon your return that you are granted the type of leave that you requested. If you are on FMLA, you can take whatever kind of leave that you want for your time out. If you do not have FMLA, contractually, management cannot take your A/L if you request sick leave or LWOP. Do not allow yourself to be duped out of leave. Also, if you are marked AWOL when you call out and have a confirmation number, see a shop steward. Management seems to make up their own rules as they go on, especially under the watch of the new attendance control "guru" in Harrisburg. She is just throwing stuff at the wall to see what sticks, another person trying to make a name for themselves by attempting to reinvent the wheel. If they would just enforce the existing policies correctly and utilize the corrective measures that are negotiated within the CBA and the ELM then they could avoid the embarrassment that they create for themselves with their new and improved parlor tricks. The problem is management is too lazy and too disorganized to use a tool that could be an actual corrective measure, so they rather take short cuts and attempt to punish the workers that they see as problems. Whether an employee has true medical issues or not is not relevant to the witch hunters; if they feel that you are abusing your sick leave, then by God, they won't let the facts stand in their way or alter their perception. They need quick results, not actual corrected behavior, to justify their overpaid positions. Unfortunately for them, most of their results aren't the ones they desire. Even a broken clock is right twice a day, though, so don't be the person that winds up with the hands over them when the chimes go off. As with most of the pressing problems in the PO, it comes down to people offsite sitting and micromanaging from an office, playing armchair quarterback, or acting like Oz when it should be a floor boss who can actually engage with the employee to make those types

of calls. As I repeat ad nauseam, there is no gray area when it comes to attendance. Show up for work and know the rules to avoid the spotlight.

Lastly, let's all treat each other, even supervisors, with the same respect and dignity that we expect when we are spoken to. If a supervisor is out of line, do whatever they tell you to do and in the same breath that you say, "Ok" also say the phrase, "I'd like to see a shop steward". Exercise your right; let the Union handle the fight. Hey, that sounds like a new catch-phrase; we will see if it catches on.

The Lehigh Valley/Scranton Family Picnic is Saturday, September 14th. See the flyers for details and stop in the office and sign up. The Local Picnic in Philly is on September 7th.

Stay United, Stay Strong-

Sean