

June 9, 2023

Fellow members-

There's a lot to get to in this post and I am sure that there will be a lot of happenings for future posts too.

A meeting was held between Plant Manager Greg Miller, Manager of In-Plant Support Dylan Coopersmith, APWU President Andy Kubat, and me on 6/8/23 to discuss some upcoming movements and some current policies. There will be a ton of speculation, conjecture, and rumors spreading around the floor like a wild fire. I will try and keep you updated as I get current information and I can tell you that I won't be able to address every possible scenario, but I can assure you that we will make sure that things are done to keep with the paraphrased contractual language of causing the least disruption as possible as PMG DeJoy's plan starts to get rolling and impacting our people.

First off, on 6/17, the Plant will be losing the outgoing parcels that we normally run on the APBS and APPS. That mail will be getting sent out to Lancaster for processing, like is currently done on Saturdays. Cancellation, outgoing flats, and outgoing letters will still remain here. We were told that this movement of the outgoing parcels will have no impact on the staffing numbers or job bids as they currently stand. We were also told that there will be mail volume brought in to replace the lost outgoing parcels.

Secondly, the APPS machine will be getting an upgrade starting on 7/9. After the completion of that upgrade, the APBS will be getting removed and it will be replaced with the SIPS machine from the Parcel Support Annex. While this move by itself may not cause a lot of upheaval, the ensuing dominoes that fall may cause some issues. Currently the SIPS is a main reason that the Annex has remained open; without the SIPS, the writing is on the wall for the fate of the PSA. Talks between management and me have already begun about jobs, hours, excessing issues and all other possible collateral impact. Management has also expressed an interest in bringing the linear spider over to this facility. Again, these issues are in the future yet and it seems that upper management has not shared their plan with local management. I believe that our local management team is probably being spoon-fed the grand scheme as the upper bean-counters dream it up. It seems to be an ever-changing canvas. The imminent closing of Stitch-Fix and the possible shut-down of Sharps will also have impacts on our Plant and its volume, but that remains to be seen yet.

As always, do not believe everything that you hear on the floor and always check with me if you have questions. There will be plenty of games of "whisper down the alley" occurring on the work floor, so don't get caught up in it. I will release more info as it becomes available.

Management also informed us at the meeting that they intend to try and end our practice of the five minute leeway. We would be prepared to fight this through the grievance process, but it seems that the water is a bit muddied between what they are interpreting as leeway issues and what we see as conduct/attendance issues.

Management expressed dismay at people who do not adhere to their scheduled times and are clocking in/out at varying intervals. If you have a scheduled start time, then you must stick to it for clocking in/out. People also are punching in five minutes early (at 92 units for example) and then punching out eight units earlier (at 84). That is not how the five minute leeway is meant to work and is not acceptable. Management also takes issue with people walking off of their jobs early, going to the locker room/swing room for extended period of time after punching in early, and for garnering "creep time" overtime by not punching in/out correctly. The Union takes the stance that these are not five minute leeway violations, but more personal conduct issues that should be discussed with the individual employees that are violating the rule and then addressed through corrective action as necessary if the problem is not abated.

This is a good time to remind everyone that there is a Branch Union Meeting scheduled for Tuesday, June 20th at 10:30am at the Palace Restaurant. Please see the bulletin board for details and be sure to sign up in the Union office. There will be plenty to go over at that meeting and I'm sure that there will be a lot of Q's that hopefully I will have clearer A's for.

The Annual Scranton/Lehigh Picnic will be held on Saturday 9/9.

As we reported in the last posting, the APBS sweeping situation has been resolved. That figures that it got resolved right in time for them to take the machine out. Anyway, there are 90 grievances that are awaiting adjudication. The Union is in discussions with management to determine remedy.

We will be entering into negotiations with management for our Local Memorandum of Understanding, which has not been updated since 1998. Once it is negotiated and settled, I will make sure that everyone receives a copy.

Finally, congratulations to Nancy Martin and Lorita Pun who both retired since our last posting. Both were diligent workers and assets to the Postal Service. We thank both of them for their service to the customers and wish them good luck and good health in their retirement.

Stay United, Stay Strong-

Sean