

Members-

I hope you have a minute because this is a wordy rant this month.

Congratulations to Hildo Miranda on his retirement at the beginning of this month! Anyone wanting to donate towards his retirement gift can give the money to one of the stewards to give to me.

I'd like to welcome to the Union all of our MHAs that recently completed their 90 day probation and signed up to be Union members.

I'd like to thank any of you who voted me into the position of delegate for the National Convention in Chicago this year. I consider it a good experience for me to learn from this event and to network with other Union leaders from around the country. I will represent our Union and our branch with pride. I hope that this trip will also assist in making me a better president and leader for our facility. I am honored with the support I received. Thank you.

I have been remiss in mentioning that the Postal Pulse surveys have once again been mailed...and once again this Union does not recommend filling them out. You can discard them into your recycling receptacle at home or feel free to bring them in here to me and I will be happy to shred them.

The updated seniority list is hanging in the Union display cases. MHAs will notice that their seniority may have changed. That's because there was a miscommunication on the rules governing the seniority. If you have any questions, please see me and I will explain it. The list has also been updated to reflect the retirements of Denise Alexander, Frank McHugh, Hildo Miranda, and the resignation of Paul Jacobson.

And now a word for our equipment operators...please continue to do the job you have been doing in transporting mail and equipment on both legs of your trips. The flavor of the month is an attempt to show that we have too many equipment operator jobs and that people aren't really doing eight hours of work in a shift on powered equipment. The Plant Manager now has almost all of the PIVMS systems on the powered equipment functional and is tracking how many people are logged onto equipment and how much work that they are doing while logged in. While of course there are flaws and

malfuctions in the system (just as with the scanners), the data will still be compiled and twisted and used, most likely in a negative light. I'm sure this pet project is not to try and create more bids, so it is necessary that we continue to do our part to save our jobs. All of the operators that I observed while with the team were gainfully employed and constantly moving and transporting efficiently. Hopefully, the disconnect between the workroom floor and the front offices won't prove canyon-like in its breadth.

Management is always looking to do away with craft jobs; that way they can create more transportation supervisor, MDO, engineer, maintenance supervisor, and in-plant support positions. The budget is only an issue when it comes to the people who actually move the mail, not for the EAS positions. The 50 cents an hour of level 5 pay is a bigger problem than the 70-100 grand a year salary that we pay for a bean counter. Yes this is postal logic (an oxymoron) at its finest, especially when the bean counters are the ones doing the rationalizing.

Talk about employee engagement; it's amazing how quick the supervisors are to hand out extreme discipline for minor offenses and for situations where if they had a modicum of supervisory skills and could do their job effectively the situation would be prevented. Alas though, most of our fearless leaders in mismanagement do not possess the spine to stand up for their workers or the shoulders to accept the blame for their own shortcomings. They do, however, have the audacity to collect a paycheck and insist on what a difference that they make in the business. It's the usual pass the buck and blame the people who do their job day-in and day-out without recognition, unless of course they're lucky enough to win the right to park in a space that used to be reserved for our handicap and disabled workers instead of those who management deems esteemed enough to park there as long as they don't call off using their earned leave or have an accident. When we don't do our jobs, we get disciplined. When supervisors screw up or don't do their jobs, we get disciplined and they usually get promoted or moved around. It makes perfect postal sense (another oxymoron).

I haven't even touched on some of our other egregious supervisory behavior. We have an SDO yelling at her AI employees that they should find new jobs if they can't keep their bars in the green. SDO's using profane language at their employees. Employees are being denied their contractual right to see a steward. Employees get followed to the restrooms. There are employees being harassed at home when they are out sick or with a disability that management is well aware of. There is also the derisive and negative tone used by many of the supervisors here. And how about the fact that some EAS employees who didn't show up in the blizzard still got paid administrative leave

when the building wasn't closed, but the craft workers have to grieve their leave and probably wait a year or more to get it. Feeling Postal Proud yet?

It appears that our Winter Event will now be a Spring Event instead. I was given a list of Saturdays in April and May that will work and I will narrow it down this week hopefully. I am still playing phone tag with one of the facilities in an attempt to get a good rate.

I doubt that I have to remind anyone, but I will anyway. If you are being taken into the office for a PDI, ask for a steward. If you are given any form of discipline, ask to see a steward and grieve it. If you see bosses or clerks doing Mail Handler work, ask to see a steward and write a statement to grieve it. Protect your job, protect your rights, and protect yourself.

Stay United, Stay Strong-

*Sean*