

Members-

I'd like to congratulate and send best wishes to two recently retired Mail Handlers, Dave Sivak and Judy Gauker. There are cards for both of them in the swing room and the Union is collecting money for a gift to send to each of them.

I'd like to thank everyone who came out for the Union Spring Event on Saturday night. As far as we have been told, a good time was had by all at this inaugural happening. President Gibson and I were both encouraged by the turnout. We hope that this will start a tradition that will keep growing each year. I have also started looking at putting a family picnic-type event together for the end of summer. More details on that will follow. Prize winners of Local 308 Union mugs filled with candy were: Joe Lawler, Ron Miller, Tanya Pruitt, Aji Singh, Treva Still, and Rich Zeh. The grand prize winner of the TV was Shandra Fallen.

My new catchphrase for this letter is, "Bad management creates bad employees." I shouldn't have to give any examples if you have any observational skills whatsoever, but I will. Supervisors observing and condoning unsafe acts, such as but not limited to pulling too many containers with PIT equipment and using walkie-riders in the wrong aisles. Heck, some of the supervisors even hook up the equipment for the employees. There are also supervisors who have the nerve to try and discipline people for some of the exact things that they themselves do. And lastly, for now, supervisors who threaten employees with discipline if they don't make a certain quota of mail moved in a certain time frame, such as 35 or 45 crates and hour on the AI or 600 trays an hour on the ATU. There are no numerical work standards! Then, mismangers wonder why the employees aren't postal proud. OK. It starts with employees in a higher pay grade than the labor force.

There have been reports of people missing the higher level pay from their paycheck for their time spent driving. Please be sure to double check your paystubs. I recommend keeping track of the hours you are put up and taken down. Also, try and remember to swipe over to operation 229 for mule driving and 230 for forklift or walkie rider. Swiping over to the proper operation leaves a paper trail for us to follow, so please remember to do it. That applies to every time you move to a different job, not just for higher level.

Let me also remind all of you of this very important fact. Our work and our jobs are OURS! Not the clerks' work! Not the custodians' work! Not the drivers' work! And not the supervisors' work! If you see any of the above doing our work, write a statement and give it to the Union. I've been told about infractions, but without a witness we may lose the grievance. Don't be afraid to put it in writing. The supervisors do not see the statements. I do not have to submit them until the Step 2 hearing. If you write a statement and it's for a substantial amount of hours, I usually split the time between you and another member on a rotating list by seniority. Other stewards may just pay you the whole sum, it all depends. I also may start to split time if there are a ton of statements from the same person, the management reps usually do not like to pay the same person over and over again.

Loading mail into the AI is Mail Handler work. We have an arbitration award and that is binding. The AIs should not be run in "contingency" mode except when the AI is actually broken and inoperable; not due to short-staffing, not due to the type of mail being run, not due to running late. If you see clerks loading up at the feeders, please write it up. The Union will investigate why it is occurring.

The key to a good grievance is a solid witness statement. Please be sure to include the date of the infraction, the time the infraction started and ended, the name or names of the person or people involved, where the violation happened, and a description of what was being done. Also be sure to include your name and to sign the statement. The better the statement, the better our grievance can be. The Union has 14 days from the time of the occurrence to file the grievance so please don't delay handing in the paper.

Job bids are being posted today. You have until midnight May 23rd to bid.

Finally, on a sad note, retired Mail Handler and long time Tour 1 dispatcher Paul Yuricheck passed away on Wednesday. I will post details about services just as soon as I get them. For anybody who knew Paulie, they know that he was a gentle giant that had hands like catchers' mitts and a heart of gold. He spent a lifetime working here and although he would act like he would screw over the service when they annoyed him, in the end he would always do what was best for the customer because he really cared. He will also be remembered for putting "poor supervision" on dispatch late slips as the reason for trucks going out late. If only he saw this place now. Paulie, I believe, basically kept the town of Summit Hill and the surrounding churches, fire companies, and schools functioning with his selling of raffle tickets, Chinese auctions, block shoots, etc... When he retired I think I got about a \$1000/year pay raise just with all the

tickets that I wouldn't be buying anymore. He called me in November, barely able to talk from his illness, to congratulate Teresa and me on our marriage...and to ask if I wanted to buy calendars for this year. That was Paulie. My sympathy goes out to his family, my prayers are for his soul as he joins his wife in eternal rest, and my deepest condolences are really for anyone who didn't have the chance to get to know Paul. He was kind, caring, and compassionate. His God has ended his suffering and called him home to drive old mule 13 once again. Rest in peace, Bubba.

Stay United, Stay Strong-

Sean