

May 19, 2018

Fellow Members,

Let's skip the feel good stories and happy retirements that I usually start off with and let's get right into it here. There are supervisors and managers here that absolutely suck at dealing with people, at coping with situations that require thought, and in making decisions that should draw accountability if decided poorly. Like when confronted by a snarling bear, it is best not to stand and be combative with these individuals. Rather, as I have said before, if you feel mistreated by one of these people then ask to see a shop steward and get time off of the floor to tell your side of the story to a Union rep in private. Chances are that if you decide to stand and go toe-to-toe with yelling, insults, and profanity similar to what is being hurled at you, the outcome will be that you are given discipline or even worse put out of the building. I am giving the Plant Manager the benefit of the doubt that things will change after having several meetings with him over the past few days. The reality, in my eyes though, is that tigers don't change their stripes or whatever other animal metaphoric expression you would like to plug in there. I have been assured, however, by the Plant Manager and by at least one MDO that the climate will be changing around here and that all employees, including bosses, that act like miscreants will be addressed.

Over the past week I have met with Plant Manager Hanson on a variety of issues including the supervisors' behavior, job bids, ergonomic rotations, overtime, productivity issues, more scanning, how to boost efficiency, the no lunch policy, the PIT policy and PIVMS issues, attendance, and break times. We have tabled the discussions and are going to convene a full-on Labor-Management meeting to try and hash through some of the problems surrounding the implementation of the current standards and the viability of tweaking how we do some things.

Mr. Hanson wants to make the plant run smoother and also wants to make it more productive, two things that I have a vested interest in because I have about twenty more years before I can retire and I rather not be commuting too far . Unfortunately, the ill-contrived and poorly implemented (Dys)Function 1 Scheduler that is being rammed down the collective throats of the USPS facilities nationwide handcuffs some of the decisions that can be made in terms of staffing, jobs, and hours. We are not immune to this BS that came direct from some out-of-touch, bean-counting, computer geek that sits at a desk and probably hasn't lifted a tray of mail or been on a workroom floor in years, if ever, and is trying to make his useless job look relevant so that it isn't abolished like it should be. The (Dys)Functional Scheduler has a sidekick that is just as

asinine an idea, the RPG or run plan generator. In case you've missed this debacle of a tool, the RPG (really poor graphs) dictate what times machines should be staffed and running and their throughput based on projected mail volume. The amusing thing is that you have to be a pretty good fortune teller because the RPG is another plug numbers in and let it ride experiment. It really can't help when there are call-offs, or late transportation due to weather, or mechanical issues, or more mail than expected; you know, the things that actually happen in a plant. It's a computer generated guessing game, kind of like being a meteorologist. The ramifications are basically the same too, no accountability if you screw up the forecast. We know that there are employees here that are dedicated to getting the mail out and doing their job well, but unfortunately sometimes it feels like the national leadership of the USPS is trying to stack the deck against us.

As I stated before, I am all for the longevity of this plant and I will work Mr. Hanson to try and realize his goals for this facility as long as it not at the detriment of our craft and as long as it is according to the CBA. There most likely will be some changes because there are some loose ends that could be tidied up around here, but we will roll along.

Ok, now on to other topics.

The next Union Meeting is scheduled for Monday June 25th at 10AM at the Palace Restaurant and as usual breakfast will be served with a large side of information and probably some sarcastic content. Details are on the purple flyer on the Union bulletin boards.

Jobs were finally posted for the first time since November. All the jobs that you have not seen posted over the course of the last several months are in the grievance procedure and I fully expect to be victorious those cases.

Another reminder about our Annual Picnic, it is Saturday September 22nd from 1-7PM at the Bethlehem Township Community Center Pavilion #1. Mark your calendars and be prepared to have a good time.

Pink Union shirts are being ordered on Monday, May 21st.

Join the online group...we have a private Facebook group that is open only to current members of the NPMHU in this building. Stay up to date on the goings-on around here, share in some stories, and participate in the occasional (ok, often) ribbing of Rob Young, the self-proclaimed greatest and hardest working MH.

And here are your monthly reminders to SCAN, SCAN, SCAN , to swipe over to the proper operation numbers, and to report anyone who is not a Mail Handler performing Mail Handler work. PROTECT OUR JOBS, PROTECT OUR FUTURE!! I am not the Union and the stewards are not the Union. We are simply the protectors of your contractual rights and the facilitators of the grievance process; YOU are the Union!

Stay United, Stay Strong-

Sean