

May 23, 2022

Fellow Members-

The COVID MOU's have expired. It's time to get back to work and get back to the business of moving the mail. Management will start chasing down attendance issues now. As I have always said, there is no gray area when it comes to attendance; you are either here or not here. We have already started seeing some instances of discipline, so management will definitely be trying to get everyone back on track in terms of showing up for work.

The combined black holes that are the Philadelphia HR department and HRSSC continue to fail in having conversions processed in a timely manner or jobs entered into the system. There has been some movement in getting the jobs from last year entered, but they are still months behind. To the credit of management here, jobs continue to get posted in accordance with the CBA and they also treat people that should be converted as regulars. The Union just has to track the pay disparities that are caused by management's ineptitude.

Jobs are currently posted for manual bid and will close on 5/31. See the board for details.

A retirement seminar was held at the Best Western on 4/24. There was a good showing by the Mail Handlers. The seminar was very informative and we will definitely be making sure to promote it the next time that they come to town. Even if you aren't that close to retiring, you can still gather some good knowledge from attending one of these. I learned some new things from this one. If you are close to retiring, the woman who ran the seminar will help you fill out and submit your book free of charge. You can't beat free.

Now let's cover some hot button issues here in the Valley.

As stated in the last rant, management is back to playing their little game of replacing the leave that you request with what they feel like giving you. Grievances have been filed on a whole bunch of these occurrences and in not a single instance has management's case been upheld. AWOL is for no call/no show. If you call off and request a type of leave then that is the leave that you should be granted under most

circumstances. If you have leave wrongfully replaced, please see a shop steward and file a grievance.

There also seems to be an issue with management messing with the time of some employees. Please keep an eye on your virtual timecards and your pay stubs. If there is a discrepancy, please be sure to request to see a steward and have them pull your clock rings and check them out.

Ergonomic rotations should be followed by all Mail Handlers on machines that have rotations instituted. That is for ALL Mail Handlers on the machine not just regulars or bid holders or people on straight time...ALL means all. If a supervisor doesn't want you to rotate, that's tough crap. The rotations are set up to keep everyone safe and healthy.

Speaking of supervisors, we seem to have an rise in supervisor misconduct occurring. I have already brought it to the Plant Manager's attention that there have been complaints levied against multiple "management professionals" who are neither managers nor professional in their day-to-day interactions. The misbehavior is exhibited by Form 50 and acting supervisors alike. If you feel mistreated, harassed, bullied, or disrespected by any of the members of the supervisory staff, please do not hesitate in asking to see a shop steward and documenting the misbehavior. The Union needs the statements to pursue action against the accused. Zero tolerance is enforceable, although it kind of just seems like a catchphrase or punch line around here...unless of course it's in respect to holding craft employees accountable (sometimes).

Grievances continue at a steady, above-average pace. Most of the grievances can be attributed to our short staffing as a result of the discombobulating effects of the HR chaos. I am sure in the months to come though, discipline grievances may be on the rise as management pursues action against our brothers and sisters with attendance deficiencies.

Scanning and swiping continues to be lackluster. Please recognize that these two things help create and maintain our jobs. They are a tremendous tool to help to show workload and volume in addition to being a resource for customers. While discipline really can't be imposed for scan numbers or not swiping over, other consequences could be catastrophic to our bids if we fail to do a simple part of our jobs.

A Branch Union Meeting has been scheduled for Tuesday morning 6/28. It will be at 10:30 AM at the Palace Restaurant. President Gibson and Treasurer Rembelinsky will

be up to speak at the meeting and a breakfast buffet will be served. See the flyer for more details and come into the Union office to sign up so we can get a headcount.

The Picnic is scheduled for Sunday, August 28th. Write it in on your calendar and make plans to attend this event that is always worth the price of admission for Union members.

Mail Handler Norma Jones retired last month. We wish Norma a speedy recovery from her health issues and a long, happy retirement. We also look forward to seeing her at social events. Congratulations and good luck, Norma!!!

Finally, I'd like to thank everyone who voted for me to attend the 2020 Convention in Denver. It has been rescheduled twice and will finally be taking place this year. Unfortunately, I will be respectfully withdrawing from attending this year because it is scheduled for the week of my son's birthday and I don't want to miss out on that. Thank you all again for your support and understanding!

Stay United, Stay Strong-

Sean

