

May 24, 2015

Members-

This week the workforce will become even shorter as we bid adieu to Harold "JR" Peterson and Sam Baum. Congratulations, good luck, and enjoy life after this place!!!

In case you haven't been checking the Mail Handler websites, the USPS has decided to delay the closing of almost all of the facilities that were scheduled for the Phase II consolidations until a date to be determined. This means that the Scranton closing will not occur as scheduled. I will share any information on how that will impact us just as soon as I receive it.

Due to the HR system being down over the weekend, the round of job bidding that is currently posted will be extended until 2359 on Thursday, 5/28.

There will be a Branch Meeting on Friday, June 26th. Details are posted on the website and the bulletin boards.

If anyone knows Rich Koch's locker number, please let me know it. I'd like to gather his personal belongings for his family. It seems that there wasn't very good record keeping by management around this establishment, so nobody knows his locker.

As mentioned earlier in this letter, the workforce is shrinking. In the past two weeks, we have lost 7 Mail Handlers; two regulars to retirement, one regular to death, two MHAs to termination, and an MHA and a casual to resignation. We also learned that Scranton may not be coming, so that means that their employees are not on their way either. So...given those circumstances management will most likely be using clerks and/or managers to do OUR WORK. If you witness any of these scenarios, please ask to see a steward or submit a witness statement to the Union. Protect our jobs and our rights.

The Union will be contacting management representatives at all levels to see about the possible relief of the Article 12 restrictions that are holding back the conversions of MHAs and the return of our Mail Handler workforce to full complement. When I took office, there were 146 full time regulars, 1 part time regular and 25 Mail Handler Assistants. There are currently 129 regulars, 1 PTR, and 20 MHAs. We are short at least 22 people. Those numbers do not include the people who are out and those who choose to be on mismanagement details. So, in reality, we are short about 34 Mail Handlers on the work floor. Is it any wonder why MHAs are being forced to work so many hours and regulars are also being asked to work so much? We are still exploring ways to try and alleviate the excessive work hours for those who are being involuntarily overworked.

It seems that some in management are having a hard time understanding their own manuals that they expect us to follow. The following is an excerpt from the Employee Labor Relations Manual:

432.32 Maximum Hours Allowed

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled workhours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters and exempt employees are excluded from these provisions.

This means that if you punch out for lunch, then you are still only here for a maximum of twelve hours. Management has been making people clock out for lunch plus work twelve hours. That's not the way it works. You may work beyond twelve hours if you want to and management approves it, but you can't be required to.

Please remember to exercise your contractual rights and ask for a steward when you witness a violation or feel aggrieved. Also, please remember that your fellow workers are feeling the stress from the extra hours and harassment. We need to start realizing that our struggles are not with other Mail Handlers, but instead with those who make poor decisions and break our contract. Please don't sell out our fellow Mail Handlers or our jobs. Be united.

Stay United, Stay Strong-

Sean