

May 9, 2017

Fellow Members,

For starters, we send our congratulations to Kevin McQuaite, Mike Loschiavo, and Pam Baum on their retirements since my last writing. We will also be losing Rich Russo and Bill Jablonski to well-deserved retirement at the end of this month, so congratulations to them on their impending ride off into the sunset. I thank all of them for their years of service and their membership in this Union.

I'd also like to thank Rich and Pam for their years of service to this Union. Rich served as a shop steward and Pam served twenty-some years as alternate steward, steward, chief steward, branch president, CAD, delegate, OWCP specialist, and in other capacities. Thank you to both of them for their dedication to our contract and our members. Thank you also to Pam for her guidance when I was starting out as a steward and her assistance as I took office in 2014.

We will also bid adieu and wish good luck to Tanya Zayas this week as she begins her new career as a rural carrier.

Saturday, June 3, will be our Dinner/Dance Social Event. Please see the poster for details. There will be a cocktail hour with hors' d'ourves, a buffet dinner, a prize drawing, a dj for dancing and entertainment, and open bar. Please RSVP because we need a headcount. Bring a guest; we need to reach 100 people. As always, this event is free to current and retired members. If you know any retirees that would like to attend, invite them.

We will be holding a Branch Meeting on Tuesday, June 20th at 10AM at the Palace Restaurant. Please see the posting for this also.

The 2nd Annual Lehigh Scranton Picnic will be held on Saturday, September 9th at the same place as last year. Mark it on your calendar now. Last year was a good time and we are looking on it growing this year.

Now I'd like to address an issue that I have heard some grumbling about on the work floor this week: that is employees who are brought back to work after being out. There are a few issues I have with some of what I've heard. First and foremost is that you really shouldn't pass judgment unless you know all of the facts. Secondly, believe only half of what you see and even less of what you hear. There are people, managers

included, in this building spreading untruths around as if it were gospel and the general public is putting stock in it. (Side note: imagine that, managers being deceitful, who knew?) Finally, remember that your Union would fight the same for you if it was you being wrongly or improperly punished for something. Personal feelings for individuals can not be allowed to cloud my judgment nor should it be allowed to sway management's. In our haste to condemn sometimes we overlook not only facts but also another key element, the human factor. If it was you on the other end of this, how would you feel? You should also be able to have faith in knowing that your Union will have your back. If I think you are wrong...I will tell you straight forward in no uncertain terms what I think.

Grievance activity remains steady with cross-craft grievances still being filed pretty regularly. We are awaiting a new Function 1 study number that will tell us where we should be at with the amount of employees and bid jobs we should have. I am slightly optimistic that this will finally reflect how shorthanded the Mail Handler craft is and that we need to create jobs and convert MHAs. There is upside and downside for some of you to a new number. The new number should produce conversions and cut MHA overtime hours. The other side is that overtime hours will most likely decline. I will keep you updated.

It's been a while since I reminded everyone; if you witness a violation of our contract or feel that your rights have been violated then please ask to see a steward and write out a witness statement. Joy has created witness statement forms that are self-explanatory. Please make sure to include all of the requested information. Hold management accountable for violating our rights and our collective bargaining agreement. Article 3 does give management the right to mismanage, but it is a limited right according to all the other articles of our CBA. There are some supervisors in here who mistreat employees, act in bad faith, disregard and violate the contract at will, and abuse the modicum of power that they have as supervisors and yet they are not held accountable. Ego and misguidance does not discriminate when it afflicts these individuals; some of them are women and some men, some are long tenured and some have less time in the Post Office than I do in this office. They come in all shapes, sizes, races, and creeds. Join with the Union and hold them accountable when they are wrong. A radio in their hand doesn't always make them right and it doesn't command respect for the individual carrying it. Respect is earned, not awarded or inherited. If you are told to do something, follow the instruction, unless it is immoral, illegal, unethical, or unsafe. While following the instruction, be sure to ask to see a shop steward and let us do the rest. If they fail to let you see a shop steward within two hours, please be sure to document that, as well, because that is another grievance.

Stay UNITED, Stay Strong-

Sean

"There is nothing to fear except the persistent refusal to find out the truth, the persistent refusal to analyze the causes of happenings."

Dorothy Thompson
American journalist and author (1894-1961)