

Fellow Members-

Let me start with some glad tidings. Congratulations to Benedict Lavelah who was converted to full-time regular in October and Noel Eure who will be converted on November 21<sup>st</sup>.

Also, a sincere thank you is owed to all veterans for their bravery, sacrifice, and service to this country on behalf of its citizens. We also thank their family members who sacrifice of their time so that we can be protected as well as the rights and liberties that we too often take for granted. I'll express gratitude on behalf of the Lehigh Valley Branch and its members; what you get from the acting plant manager is forced in on your holiday no matter what your service may have been.

So let's start the rant there, with the acting plant manager. Not in the years that I have been Branch President or the decades that I have worked here I have I met an individual with such blatant and flagrant disregard for the Contract and disrespect for the employees covered by it. In the three months that he has been here, he has ended the practice of meeting with the Union about the holiday postings, he has bumped employees out of their spot in the rotation on their bid jobs, he has hid and delayed more mail (in two locations), and has made this building more unsafe than any of his predecessors. He has also ducked a US Senator and a Congresswoman. He claims that he works for the customers, but yet it is their priority mail, NMOs, and live animals sitting around with dates as old as September on it. If he answers to the customers then maybe he should answer some of their phone calls wondering why their packages are lost in the Bermuda Triangle that is the LVP&DC, Scranton, and the Annex. Please don't point that out to him though because that could be considered threatening behavior. We weren't even successful at getting out of the ballots out on time, maybe because when there's no room to move or unload trailers it would be easy to lose a walrus on the work floor, never mind some ballots. As long as we get the standard trays open and the standard bundles run, who cares about the priority or the NMOs. We can always send everything to the Annex where there's even less staffing than here, which means that there's less eyes to see how long it sits, especially if there's no scanning and the power is out. Meanwhile, mail and MTEC continues to pile up on the dock and in the aisles, but when it gets to be too much we just send it to the Annex for storage or ship stuff to Scranton or Lancaster. In a time where keeping people safe from COVID and keeping people coming to work should be a priority, I was told that an employee displaying symptoms on the floor isn't a problem as long as they have a mask on. I have

also seen people getting fatigued from working too many 12 hour days in a row without days off and just getting ready to resign. Management has forced in the past 2 holidays without a meeting with the Union and Thanksgiving will be no different. Vegas hasn't released the odds yet on whether the real turkey will be in the plant or in Ohio on Thanksgiving, but I know where I'd lay my bet.

Now let's talk about COVID procedures a bit. As you should be being told in the service and safety talks that you receive daily (insert laughter here), if you are sick then stay home. We all know that only a select few have received service talks in here and I bring it up every week on the district telecoms. In spite of that, if you are sick and going to be tested then contact the District Nurse and your supervisor. I advise you to contact the Union too, just so everything is on the level; management has a way of dropping the ball, as they have repeatedly shown. If you test positive then you need to give the OHNA a list of people that you have been in close contact with. Please be thorough in these lists; it is for everyone's protection. Management is then supposed to be contacted and provide their input on where you worked, but you want to make sure that you make it clear to the OHNA also. I'm telling you all of this to help you help us to protect everyone here. If you go for a test, then you should not be at work. There are leave policies in place to protect you and everyone else. Management in the past six days has told me that they are not doctors and as long as people have masks on then that's what they care about and, "We are all adults and we can make our own decisions", comments that are as reprehensible as they are irresponsible. That last line as brought to you by the new attendance control officer, someone that you think should have an interest in the well-being of employees so that they would show up for work. In a true sign of hypocrisy, that SDO was then witnessed giving a service talk to employees that surely contains some variance of the phrase "if you are sick then stay home". Please do not leave it up to management to protect you and the rest of us and our families because they aren't doing it effectively, be responsible and contact the people that you need to. If you have questions, please get in touch with me and I'll help you. My email is at the top left of this posting.

Here's my final thought for this posting, we have responsibilities to our jobs, our families, and our coworkers. We are seeing a spike here, as we have had 8 positive cases in the past 5 weeks, and there may be more coming with the holiday season starting up. Please continue to show up for work when you are healthy, but if you are feeling sick or have been around a COVID positive person then please alert the proper people and stay home. We need to deliver for the customers during this pandemic and the holidays, but we also need to keep our families and each other safe. The mail isn't

getting out if we are all out sick. Management seems to not care about anything but the numbers, but that's the way it's always been.

For as much as I harassed Mr. Patterson, he at least personally addressed the employees during stand-up talks and acted like he cared although he didn't always know the rules and wasn't super effective at moving the mail, sometimes I think that was just him being a good soldier and following orders though. Now we have someone who is failing on all accounts and not leading at all. Leaders take blame and criticism as well as sharing credit for success. Have any of you been told when you did a good job or thanks for being here through this all? Mail is constantly delayed and just moved and hidden, and we are having a sweeping rise in COVID numbers with no leadership taking control. If you are failing the mail and failing to keep people safe, then you are failing the customers and the employees, respectively; you are a failure, not a fixer.

Everyone, please be safe and stay well.

Stay United, Stay Strong-

*Sean*

