

November 10, 2021

Fellow Members-

We start off this month's rant by thanking all of the veterans that work here. The men and women who have served this country in the Armed Services deserve recognition and gratitude daily, but there is a special day set aside specifically to recognize them also. On Veterans' Day, we show our gratitude to all of the men and women who served and who currently serve this country to protect and defend our families and our rights. We should also take this time to recognize the families of those brave veterans for the sacrifices that they make while their family members are fulfilling their commitment. It is with sincere and heartfelt appreciation that I/we say, "Thank you for your service and God bless you."

National President Paul Hogrogian has issued a call for proposals for the Contract negotiations that will begin early next year. As you may know, the CBA expires in September of 2022 and the Union will begin negotiating our next Agreement in June. If you feel that there is anything in the Contract that should be amended or something that should be added, please stop in the Union office for a proposal form and you can then submit them to this office and we will forward them to the National. Proposals need to be received in the National office no later than January 28<sup>th</sup>, 2022. Filling out and submitting proposals are important parts of contributing to the Union, exercising your rights, and helping to shape our next Agreement. There were proposals from our Local and even this office that made their way into the last Agreement, so please don't underestimate your idea. The proposals will be reviewed at the National level and then brought forward to the USPS officials during negotiations. Proposal forms can be acquired from the Union office. Please see the posted letter "Official Call for Bargaining Proposals" posted on the bulletin board.

Lately there have been some complaints that some management personnel are trying to impose quotas or "expectations" on employees. Mail Handlers are expected to perform "a fair day's work for a fair day's pay." We are not held to work standards or throughput numbers. That being said, you can't be watching movies on your phone, doing laps loudly around the building, smoking a pack of cigarettes on the patio, running to Turkey Hill, and/or sitting in the break room for an hour and think that management isn't going to say something to you about your production. The Union is here to defend you against management when they are breaking the Contract, harassing you, retaliating against you, or being unreasonable; but sometimes the best defense against

management's heavy-handed aggression or over-bearing micromanagement is to keep your head down, do your work, and not draw attention to yourself by doing things to shine a light on your other perceived imperfections.

To piggyback on the last paragraph, I would like to add the following statement: there are still some very unprofessional supervisors in this building. Please do not tolerate people paging obnoxious messages over the loud speaker, people screaming at you in front of other employees, or people touching you. If any of these things happen then you need to ask to see a shop steward. Silence shows acceptance of this type of behavior and further emboldens the perpetrator. Do not fear retribution or retaliation for filing a grievance because that will be a whole other matter that will be addressed.

Peak season is upon us again and all hope is that it is a more successful year than last year's nonsense. With the Parcel Support Annex getting into full swing next week and more staffing supposedly on the way despite Philadelphia HR's constant missteps, the projection is that we can clear all the mail in a timely fashion. The spider has begun operations in the Annex and this week there will be training on the robots. The Plant also got a sack shaker belt, which it remains to be seen how well that will go over. There will be a bunch of new faces here and more mail, so please be helpful in guiding our new Mail Handlers and remember that everyone is here to earn money and to do their job. Be respectful and kind and treat people the way that you wish to be treated, even if that treatment isn't always reciprocated.

This year there have been a few large payouts for cross-craft and supervisor-working grievances. I'd like to thank the stewards who are doing a tremendous job filing grievances and I'd also like to thank the people who are writing the witness statements. If you received money this year (and everyone did) and you didn't write a witness statement then it's thanks to the witnesses and the stewards that you got that money...and if you got the amount that you did, just imagine how much the witness got. Asking for a steward or writing witness statements is not only exercising your contractual rights but it is also protecting your job and helping to get future jobs, not to mention it can provide additional income if your claims are credible. Thank you to all of the stewards and the witnesses.

Finally, Thanksgiving is approaching so keep an eye on the bulletin boards for the holiday list and any changes that may occur.

Stay Safe, Stay United, Stay Strong-

*Sean*