

Fellow Members-

First off, I'd like to remind everyone that the Union Picnic is fast approaching. Check out the flyers hanging around the building, on the Union boards, and on the website. This will be a fun and affordable event. Don't forget to call and reserve your spot by September 15<sup>th</sup>!!!

Next up I'd like to congratulate to our members that retired in August. This past month Artie Dunne, Mike Shearer, and Arlene Groh all rode off into the sunset of their Postal careers. Good luck and good health to all three!!!

With those retirements, the Union will be working towards getting some of our MHAs converted because we are now short by five regular positions. There are still some people trying to transfer here that need to be addressed too.

The Union was notified of a bad decision by Arbitrator Bello today. The arbitrator has ruled against the Union on the issue of utilizing the overtime lists from other tours prior to forcing the MHAs and casuals to work overtime over 8 or over 40 hours on their tour. This decision will impact the way our overtime is called towards the end of the week anymore. Feel free to ask me any questions you may have. It was a bad decision that was rendered by an arbitrator in Pittsburgh which guided the bad decision rendered here; unfortunately we all must now live with the misguided determination and its consequences. Ms. Bello is also the same arbitrator who has ruled against this and other installations in the snow storm grievances from three years ago. In other arbitration news, the snow storm grievances from this year will be heading to arbitration around November or so. I will keep you posted.

Here at our plant, Plant Manager Jeff Hotchkiss continues to make changes and attack the attendance issue. Some start times are being changed from Tour 1 to Tour 3 and the parcel post room is getting moved. Attendance is a pretty clear cut item. It is really hard for the Union to defend absences that are in black and white; you were either here or not here. Management must still be held accountable, however, when they are not letting the employees know if they have bad attendance prior to punishing them. Discipline must be corrective, not punitive, in nature. Also, employees must be given an adequate amount of time to correct their behavior. If you are going to receive a PDI, ask for a shop steward to attend. If you receive discipline after the PDI, make

sure you give a shop steward a copy of it so that they can file a grievance on it. It is up to YOU, not management, to give us the discipline letter.

As most of you know, I was in Chicago last week attending the NPMHU National Convention as an elected delegate. Once again, thank you to all of those who voted for me. It was an honor and a privilege to represent our building and our Local at the quadrennial gathering. It was a great learning experience and also a great place to do some networking with fellow brothers and sisters in the fight against oppressive and unfair management. I talked with other delegates from some of the places that our current and former plant managers worked. I also spoke with other representatives about issues concerning our building and some people who would like to get to our building.

We heard from LIUNA President Terry O'Sullivan. His powerful speech on the opening day of the Convention set the tone for the week and fired up the entire delegation. His address made me feel like figuratively hitting management with grievances. Several members of the House and Senate spoke to us about Postal reform legislation and other concerns that we have. During the Convention, Paul Hogrogian was re-elected National President and Mark Gardner was declared Secretary-Treasurer by acclamation. Local 308 President John Gibson was nominated for Eastern Region Vice-President, a position that he currently holds.

He is being challenged for the position and there will be an election this fall. For those of you who attend Union meetings or the Union events, you know what a great job John, along with Mike Mohan, has done in turning this Local around and bringing it out of debt and into a surplus of money. I think that John would continue the work he has done in this Local and, so far, on the National Executive Board to help make the NPMHU a force to be reckoned with in all aspects. The delegates also voted on supporting a presidential candidate for this year and they chose Hillary Clinton. I will not tell anyone how to vote or who to vote for; all I will say is that you should all vote and vote for everything, not just president. My other advice is this: vote as if your job depends on it. Vote for pro-Union, anti-privatization candidates. We need lawmakers that will look out for us. President Hogrogian stated that we were close to having a negotiated contract prior to the APWU getting theirs, and now that the APWU got their arbitrated award our negotiators have restarted negotiations and we may have a contract to vote on by early fall. It's hard to fit 6 days of a Convention into a couple of pages so if anybody has any questions about anything else that happened at the Convention, please ask me. As with everything, I will answer all questions honestly, candidly, and to the best of my ability.

The theme of the Convention was "The Power of You" and that slogan is absolutely true. The driving force behind the Union is YOU. The beneficiaries of what the National and Locals fight for are YOU. The future of the Service and Union is YOU. The ability to make a difference in the Post Service and in the Union rests with not only me and all of the representatives, but also with YOU. Enact your contractual rights and ask for a shop steward when your rights are being violated. Continue paying Union dues so that this National, Local, and Branch can fight for your current contractual rights and to get you more rights in the future because revenue does equal representation. Voice your concerns and questions to the Union reps. Stay updated and read the postings on the bulletin boards, websites, and mailings. Attend Branch meetings and organized events. YOU can make a difference and together we can change things.

Stay United, Stay Strong-

*Sean*