

September 4, 2020

Fellow Members-

Let me start off by admitting an egregious omission from the last newsletter, Mail Handler Scott Newman retired as of July 31st. Congratulations to Scott, who was a loyal Union member and a diligent worker. Scott's infectious smile and happy, easy-going personality will be missed, as will his mother's baking. We thank Scott for his service and membership and we wish him good health and the best of luck in his future.

Secondly, thank you to all of our stewards who continue to file grievances for management's consistent disregard for our contractual rights. While some of the early violations could be attributed to the Coronavirus pandemic and the attendance issues related to it, management has since been afforded ways to deal with it such as hire MHAs in excess of the MHA cap. There is no need for clerks or supervisors to be performing Mail Handler work.

On a related note, people have been returning to work and should continue to do so, although now with school situations it may be difficult for some people. Hopefully everyone is staying healthy and can make it to work though because we do have an obligation to the public to deliver their supplies and correspondences. This year that is an even bigger responsibility due to the elections, not that I need to go into depth about that subject; if you turn on any media it is covered ad nauseam. Let's show up for work and do our jobs and show the American public who they really can count on...the Postal workers, not the politicians or the management figure-heads.

Job bids close on Monday 9/7. It is a manual bid this round. Check the board for details.

Next up, if you receive discipline, you have to bring it to a shop steward. Management is under no obligation to tell us about anything that they issue, especially if they send it to your house. If you do not bring it to a shop steward then you will be stuck with it on your record for two years, or even worse you can lose your job.

Keep an eye on your online clock rings and paychecks. Management loves to mark people as AWOL when they call off sick, even if the employee requests leave. This is especially prevalent when people are requesting LWOP. AWOL should be reserved for no call/no show instances or if you fail to bring in documentation for absences that require it. Do not let AWOL sully your record and/or prohibit you from getting a transfer.

Now let's address the Labor Day holiday schedule. The Union, as it always has, met with management designees on 8/28/2020 to discuss the upcoming holiday posting. There was a schedule posted on 8/29/2020 that was considered official but still could have been altered. On Monday, the acting Plant Manager made a unilateral decision to force an inordinate and unheard of amount of people in for the weekend; the Union was not consulted about this change and had no input. Grievances will be filed as appropriate. Here is my advice: show up for work on your days that you are forced, stay the overtime that will be required to be asked, and collect the money. Use the A/L that you earn later this year or just take the money. Later on, collect the money when the grievances go through too.

I spoke with acting Plant Manager Chris Bruno about issues here in the plant during a Labor-Management meeting on 8/19/2020. He told me that he is committed to stopping bosses from working, however so far that hasn't come to fruition. He also stated that he is interested in making this plant run better and keeping it viable in order to take on more mail. He said that he wants to stop sending mail to Scranton and vowed to help get the staffing straightened out; to that point he did assist Brian Kelso in getting the jobs for this posting pushed through on time and that's more than we got from the previous acting PM. He has requested extra MHAs and has begun using overtime more than his predecessor. I will give credit there because even if some decisions that he makes are bad, at least he is making decisions. He'd like increase productivity at the AI/AFSM and is interested in putting a group leader position over there. His major point that he wanted to make was that people need to show up for work. I think by now you all know how I feel about this issue; attendance is a cut and dry issue. While I understand that there are extenuating circumstances in the world today, I still feel that people should show up for work. We all know that there are some people that are abusing the policies, but that is up to management to enforce properly. The Union also has brought up the idea of starting a diversity committee to

help further relations in the workplace. Mr. Bruno was receptive to the idea and we are working on how to initiate it. Overall, it was a good meeting but clearly there are some differences in our viewpoints, as we have noticed with the return of a supervisor to the work floor and this holiday posting, but hopefully we will find some sort of balance and hopefully both sides can bargain in good faith; what can I say, I'm eternally optimistic.

Stay safe!

Stay United, Stay Strong-

Sean