

September 6, 2018

Members-

It's been a while since I posted one of these and there has been some stuff in the works since the beginning of August.

Let's start with some easy topics.

**The Union Picnic is scheduled for Saturday, September 22<sup>nd</sup> from 1-7pm. Please see the flyers around the building, on the bulletin boards, on the website, or on Facebook for more information. It is a great event and it gets better every year. I need a headcount by September 12. RSVP directly to me or let a shop steward know to write you and your guests on the list in the office.**

On September 27<sup>th</sup>, Miller-Keystone Memorial Blood Center will be here for our annual blood drive. Please see the posters for more information and be sure to sign up for this worthwhile and life-saving event.

Okay, so now onto some bigger fish that have been simmering in the pan; the no-lunch policy amendments and an ODL list that allows for calls at home.

First, let's address the no-lunch policy changes. The changes were the result of negotiations between management and the Unions. While we have enjoyed a no-lunch policy for twenty years, the rules governing it have become quite loose over the decades and management now wants to turn back the clock to try and regain some semblance of control of the process. This was a compromise as a result of meeting with management and talking them off of the cliff of just abolishing the program all together. Management does have the right to decide whether you get your no-lunch at the end of your tour or the beginning; and in order to have more coverage they will be invoking that right. They also want to get control on the lengthy break times that some people are taking. This will be a method of correcting some of that behavior. This is how it's going to work: if you desire to not take a lunch, you will fill out a form that you can get in either the Union office or in front of the MDO offices. After filling out said form, you will turn it into the Union office by the date indicated. Management will then inform the Union of how many people from each operation and each start time and the Union will, by seniority, fill the jobs. Management will not be able to subjectively decide who is getting the no-lunch. The first sign up period is from now until September 24<sup>th</sup>. The first no-lunch period will run from October 1, 2018-January 1,

2019. The Plant Manager has assured us that nobody will be denied a no-lunch during this initial period. Ensuing no-lunch periods will be decided and the Union and management have yet to negotiate how to handle any "corrective" actions about extended breaks or abusing the privilege.

And now let us move on to the "On-call ODL" and all of the intricacies of that rejuvenated program. Starting with the ODL sign-ups for this coming quarter, you can leave your phone number so that in case there is unexpected early or non-scheduled day overtime, then you would be on the list and an attempt to contact you at home would be made in rotating seniority order. This will be a separate list than the normal ODL so that people on the normal ODL who do not wish to be called at home will not be bypassed because of management's lack of foresight and planning. If you sign up with your phone number and you do not answer when the call comes through, then you will be skipped over. If it becomes evident that this call-in policy is a way of circumventing the intended use of the regular ODL's rather than an emergency contingency plan, then I will work towards correcting it or ending it all together. Even if you are on an ODL now, you will need to sign the ODL sign-up sheet for next quarter with your phone number so that we have it to call you in if you want to be part of the call-in program. If you don't desire to be called in then simply sign up for the lists that you want; or if you are on lists already and don't want to change, do nothing. If you want to be called in and don't want to put your phone number on the sign-up sheet, then hand your number in to either your MDO or myself; but be sure to write "see MDO/Union" where the spot for your phone number is on the sign-up roster.

The new powered equipment has hit the floor and is being used. Please use all of our new PIT safely and carefully. We do not need any injuries and we need to make the equipment last for many years to come. With the new equipment came new procedure for signing the equipment out and for filling out checklists until the PIVMS are installed and activated. Please do not be delinquent or negligent in the discharge of your duties when it comes to filling out the OSHA required checklist and be observant of all of the safety rules including the signing out and wearing of operator badges. Failure to perform your duties in a safe and diligent manner can lead to corrective action; furthermore failure to follow instructions is one of management's favorite tools to cite so as to dole out discipline. We don't need any accidents, injuries, or OSHA violations as a result of a Mail Handler's action or inaction when it comes to working safely.

My schedule is still kind of touch-and-go helter skelter right now, but I will be bouncing around to different tours as time allows. There are a lot of meetings going on now as

the result of the National RI-399 MOU and our Local Council Meeting is also coming up the end of this month. I also have meetings here at the plant and I'm working on getting jobs filled in Allentown, Bethlehem, and Easton, as well as taking on Hazleton's RI-399 now. There is also still planning going on for the picnic. Factor in the doctor's appointments for Teresa and our newborn son, Finlay, and there is a whole revolving rotating schedule that I am trying to keep as fluid as possible, therefore there will not be a posted schedule again this month. I will tell you that there are capable stewards on all three tours and that I am always able to be reached via email. Feel free to contact myself or any of the stewards with questions.

Stay United, Stay Strong-

*Sean*