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National Postal Mail Handlers Watchmen, Messengers, and Group Leaders LOCAL #308 – AFL-CIO

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October 23, 2014

Ms. Megan J. Brennan
Chief Operating Officer and Executive Vice President
United States Postal Service
475 L'Enfant Plaza, SW
Washington, DC 20260

Dear Ms. Brennan:

The American Postal Workers Union, Philadelphia, PA Area Local #89 and the National Postal Mail Handlers Union Local #308, jointly, sent a letter to Mr. Joshua D. Colin, Vice President, Area Operations-Eastern Area on September 5, 2014, about violence on the workfloor. These acting managers that were involved continue to walk the workfloors while the craft employees are off the clock. The reports received from the Threat Assessment Team with completed investigations from the Office of Inspector General (OIG) and the Postal Police seemed very bias towards the craft employees involved. The Threat Assessment Team Meeting included nine (9) Postal managers and two (2) Postal inspectors but no union representatives which did not translate into a fair decision.

We are now experiencing a different kind of violence. Both unions and their members are being taken off the workfloor, taken off the clock and eventually sent home to wait for a call to return back to work. The individual responsible for these actions is newly appointed Senior Lead Manager, Roslyn Bowens. Ms. Bowens actions are unacceptable. Though her actions are not physical in nature, violence is not limited to fatalities or physical injuries, any intentional words or actions, which demean or provoke another, can escalate and result in injury if not immediately and appropriately addressed.

The Zero Tolerance Policy states that the Threat Assessment Team in conjunction with the Inspection Service and Local Management will assess the immediate risk of potential violence from the individual(s) involved and will develop necessary risk abatement procedures to minimize the chance for subsequent aggressive actions. Ms. Bowens disregards the voice of the employee; it is her way or out the building you go. Her acts are unprofessional and intolerable. She admits that her tone of voice is not what it should be but she

has also made it quite clear that she is going to continue in this manner. As president of the Philadelphia, PA Area Local #89, Nick Casselli, I have personally talked to Ms. Bowens and relayed the feelings of our members on the workforce and what I have observed Ms. Bowens is well aware of our concerns.

The employees that Ms. Bowens have thrown out the building have never physically touched or threatened her. If you say something that she does not agree with you are out of the building. If no action is taken, our unions will take our concerns to the next level. We will not accept this type of intimidation and bullying. When a craft employee violates Postal policy, they are out of the building. When a postal supervisor or manager violates Postal policy, they are kept on the clock and then hidden in another facility.

Ms. Bowens responsibilities are a lot greater than standing over a craft employee while they process the mail, making verbal comments and putting that employee into a stressful environment. Where is the immediate supervisor? Have we eliminated their authority? Do we need supervisors who do not have the authority to supervise or settle issues in their section or tour? Ms. Bowens has shown no professionalism towards our union representatives. She berates and belittles them on the workforce. I have instructed my union representatives to start documenting Ms. Bowens actions on paper, and then I will proceed to file charges with the National Labor Relations Board.

I have investigated Ms. Bowens prior work locations and have discovered that she has conducted herself in the same manner. She created a hostile environment in Delaware and South Jersey, but Philadelphia will not tolerate her unprofessional behavior and her lack of respect for employees. Ms. Bowens is destroying the morale of employees. She is also costing the Postal Service countless amounts of money as the employees she is putting out of the building are being returned by Labor Relations with full back pay, including overtime. In most cases, the conclusion is no just cause to put them out.

The Philadelphia District Management has always stated that they are committed to providing a safe work environment for all employees. Making our workplace safe and secure from all types of violence is the obligation of all employees. Management's obligation and responsibility is to provide a safe and stress free work environment, not cause one. Their primary effort should be to ensure the safety of all postal workers.

While in the process of writing to you, I, Nick Casselli, was verbally and physically assaulted by Acting Manager Joseph Hinton. Mr. Hinton is the same manager mentioned in the letter dated September 5, 2014, to Mr. Joshua D. Colin, Vice President, Area Operations-Eastern Region.

On October 21, 2014, at approximately 2:00 a.m., I was walking the workforce on Tour 1 and was approached by Mr. Hinton who began screaming out my name and making threatening remarks as to what he was going to do to me. I informed Mr. Hinton that I was not stopping anyone from working. He proceeded to get so close into my face that he started to Chest Bump me. I asked Mr. Hinton to get out of my face and stop bumping me. He started screaming, "I'm the boss and I will do what I want". As I started to walk away from the confrontation, Mr. Hinton followed me bumping and screaming the entire time. I continued to ask Mr. Hinton to get out of my face and stop spitting when he talks. As I continued to walk, I saw several employees that were witnesses to Mr. Hinton's actions as well as a Postal supervisor who informed Manager Melvin Williams that Mr. Hinton was at fault.

I was approached by Manager Williams and was told that I am thrown out of the building. Mr. Hinton is a supervisor who continuously performs like a thug on the workfloor. He is always under investigations for his conduct and actions as a postal supervisor on the workfloor. When does this stop?


The Postal Service answer to the actions of Mr. Hinton is to transfer him to Trenton, NJ, where he can continue to cause havoc and violence to the employees at that facility which is not the answer or solution to the problem.

The Postal Service continues to hold craft employees to the fullest extent of the Zero Tolerance Policy and Management is held at a disparative curve. Hiding these abusive and unprofessional supervisors and managers is not the answer. The Postal Service needs to show everyone that all postal workers are accountable. Due to the atmosphere on the workfloor, if these issues are not immediately addressed, we believe that there will more serious problems.

If you have any questions, please feel free to contact Nick Casselli, President of the Philadelphia, PA Area Local, APWU #89 (610) 522-4520 and Mike Rembelinsky, Branch President for Lindbergh Facility, National Postal Mail Handlers Union #308 at (215) 365-5406.

Awaiting your expeditious response.

Thank you.

 10-27-14

Nick Casselli Date
President
PHILA PA AREA LOCAL APWU #89

 10-27-14

Mike Rembelinsky Date
Branch President for Lindbergh Facility
N` ATIONAL POSTAL MAIL HANDLERS UNION #308

NC-MR/ceg

- cc: Guy Cottrell, Chief Postal Inspector
Mark Dimondstein, President, APWU
Mike Gallagher, Eastern Region Coordinator
Joshua D. Colin, Vice President, Area Operations, Eastern Region
Howard Sample, Sr., Postmaster
Chu Falling Star, Acting District Manager
Lisa Jordan, Manager, Human Resources

encl.