

MTS Local 152 Newsletter

Q2 2019



President's Report

What is the Postal Pulse Survey really about?

When we think about surveys, many of us think of them as a way to tell a company how they can improve their service. When you buy a vehicle, have maintenance service on your vehicle, or visit the eye doctor, most will ask you to take the time to complete a survey to let them know where the company needs to improve in order to satisfy their customers.

I have been an employee of the Postal Service for over 22 years and not once have I ever thought or felt like the Postal Surveys have made a difference or brought about a positive change. Instead, the Postal Service has deceived our members in thinking “your voice matters”. When was the last time management listened to you? Think about how many times we have informed management about how those money mailers should not be processed on the DBCS or those BJ’s booklets should be fletters. When was the last time management listened to you?

Remember when you received your survey at work to be filled out? Now we are receiving one or two in the mail plus the one handed to us at work. We must ask ourselves, why these surveys are so important to the Postal Service when we the employees don’t see any positive changes or improvements. Could it be because all of the employees of the Postal Service are giving the highest ratings and are completely satisfied with management and the working conditions at the Post Office? Of course not! Is it because management will receive bonuses based on the number of returned surveys by employees? Absolutely!!!!



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The Union has said over and over, how the Postal Pulse Survey is used against the employees and especially against the Union. If you ever doubted it before, pay attention to the timing of the surveys. Remember APWU says NO to Postal Pulse Surveys!

Know your rights

All employees are entitled to union representation when management calls you into the office. If management wants to give you an attendance review, you must ask for a shop steward. Some supervisors will say, “You don’t need a steward”. Treat that statement as you would a “Beware of Dog” sign. During a Pre-Disciplinary Interview (PDI), please don’t say yes to a question management asks you if you do not really understand. A good example of this would be when management asks you “Are you aware you are required to be regular in attendance?” If you don’t understand what the Post Office’s definition of regular in attendance is then please do not answer yes to that question. For years there has been an understanding with supervisors that 3 unscheduled absences per quarter was acceptable. Now, some supervisors abide by this and some don’t.

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DBCS Staffing

We are still seeing people operate the DBCS with one operator. When the union questions management about this, management is informing the union that they are not forcing employees to operate the DBCS without a partner. Please remember that this local does not have an agreement where employees can operate the DBCS without a partner. If you are not being given a partner or are told to operate the DBCS without a partner, see a shop steward immediately.

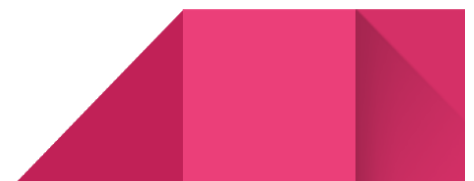
Moving to another operation requires making a move on the time clock

If management sends you to another operation to work, please make sure you go to the time clock and make a move to that operation. Grievances are being filed for displacement on a regular. However, when the union reviews the clock rings (as evidence) we are finding the majority of employees being displaced fail to move to the appropriate operation. Please remember to always make your correct move on the time clock.

Summer is here and we do not have General Union meetings for the month of July and August. I hope everyone has a fantastic summer and be safe!

In Unionism,

Trina Wynn - President



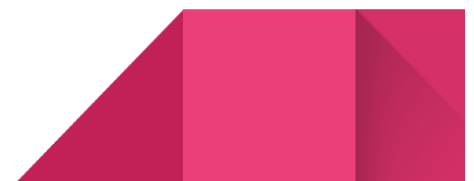
A word from the Vice President

Family Medical Leave Act (FMLA)

With the increase in pre-disciplinary interviews for attendance, employees may want to consult with their doctors to see if their absences are due to an illness that may be considered to be a serious health condition and could be covered by the Family Medical Leave Act. FMLA provides certification of a serious health condition for oneself or family member it later was amended to include qualifying military exigency leave and caregiver leave.

To be eligible you must be employed for at least 12 months and have 1,250 hours over the previous 12 months from the date of the FMLA leave. Employees can use up to 12 work weeks in the leave year. The leave year begins with first full pay period in January. Employees can take leave for a continuous period of time or intermittently. The type of leave you take is your decision. You can use annual leave, sick leave, or leave without pay.

The process for requesting FMLA is the same as other leave requests, if leave is not requested in advance, the employee must notify the employer as soon as possible or practical of the need for family and medical leave by completing a 3971. The employer must notify the employee if certification is required by sending the employee the written rights and responsibilities notice within five business days of becoming aware of the employees need for FMLA leave. This is usually the packet that is mailed to the employee by the postal services FMLA coordinator. The employee then has 15 days to return to completed FMLA certification forms back to the FMLA designated officer absent unusual circumstances. Finally, barring any questions concerning the information in the certification, the employer must notify the employee in writing if the



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leave will or will not be FMLA protected within five business days absent extenuating circumstances.

If the employer has questions concerning the information in the certification, there are specific steps they have to follow to try to resolve those questions. The department of labor warns against any deliberate acts by the employer to try to deny employees their right to participate in the family medical leave act.

If you feel as if management is violating your rights under the Employee and Labor Relations Manual for FMLA please contact your steward to file a grievance. You can also file a complaint with the wage and hour division of the Department of Labor. the information supplied in this article can be found on the union web page at APWU.org and on the department of labor website

Yours in solidarity,

Karen Jester-Witkowski

Vice President



Secretary-Treasurer's Words of Wisdom

I hope you all are ready for a great Summer. Even though this past winter was not a bad one it seems like it took forever for Summer to get here. It's finally here so let's all try to get outdoors and enjoy it.

We will have our last Union meeting on June 2 before we take a short Summer hiatus with the next meeting in September. I know it is hard to take the time out on a Sunday evening to go to a meeting but there are some decisions made at these meeting that do affect the Local and the members. Please try to attend now and in the future.

The local is doing well financially, we continue to operate as a non-profit entity and maintain secure financial footing. All of our 2018 LM reports and taxes were done in a timely fashion and we are all wrapped up with the account for the year.

The Executive Board and a few of the shop stewards will be attending tri state training in early June. This particular event is a great one for all locals. It is a great chance to meet with other members and get a good feeling for what is going on elsewhere. In addition, there will many members of our National Executive Board from Washington in attendance. Elections for National officers are coming up and they will want to meet and greet as many people as possible.

If I don't see you at a meeting or around the plant I hope you have a great Summer.

In Unionism,

Doug Ritter - Secretary/Treasurer



Notes From the Legislative Director

Hello my Union Sisters and Brothers,

The summer is upon us and I would like to take the time to wish everyone a safe and enjoyable summer. There are only a few things that I would like to point out.

First we are looking for people to sign up and give to Committee for Political Action (COPA). That money helps us further our cause, which is keeping the postal service from going private, getting postal reform bill passed, and fight for better wages. These are just a few of the issues that the money from COPA helps us with.

Another thing I would like to mention is the recent call to action from April 29th. We are asking all our APWU members and their voting family to contact their Representatives and request them to cosponsor Bill H.R. 2382. H.R.2382 is the USPS Fairness ACT. The toll free number to call and contact your member of Congress is 1 844-402-1001. This USPS Fairness Act will do away with the prefunding of the retirement health care benefits that Congress mandated the USPS to do back in 2006.



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The last thing I would like to mention is there is now a signup sheet for the Labor Day parade for participation. If you are interested please come to the union office or contact a steward and let them know you want to participate and he or she will sign you up. There is no current information about the parade as of May 29, 2019 because the Labor Day committee has not met yet but when the information comes out we will post it at the plant and on the APWU local webpage.


Thanks everyone and enjoy your summer.

Malcolm Bratcher - Legislative Director

Clerk Craft Director

The first thing I am going to tell you is that the Union has successfully won six grievances at Step 3 where 6 jobs were reverted in January 2019. We are getting all 6 jobs back as they originally were when reverted. The jobs are: 3 Tour 3 Automation jobs starting at 1:05pm, 2 Tour 1 Automation jobs starting at 9:30pm and 1 Tour 3 General Expeditor job formerly held by the late Paige Johnson. They should be posted in the next few bid cycles.

The next good news I have to report on is that Labor is finally paying the Tour 3 Overtime Desired List for the grievances I have been filing for the PSEs working over 8 hours



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on any given day. So far, of the 12 grievances that have been settled Labor has paid out over \$16,000. to the overtime desired list. There are still about 8 to 10 of these grievances pending that were sent out to Step 3 or Pre-Arbitration. I am still doing these grievances weekly.

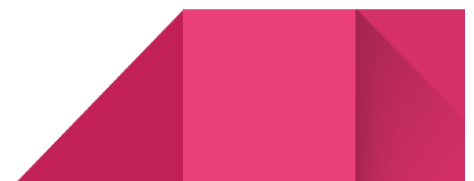
If you are one of the lucky ones to be on the OT list, keep in mind that payments will be different amounts each week. Not all clerks get paid. You have to be available to work OT on a night when a PSE works over 8 hours and not be maxed out. I use a rotating list too.

Displacement still is a problem on Tour 3. While clerks are getting paid, I am going to start to increase the amount of compensation because of this ongoing problem Management has failed to correct.

Another PSE has been converted to Full-time as of April 27th, 2019. I predict more conversions to come as FTR jobs become vacant and unbid due to retirements. PSEs will have no choice but to accept whatever job is offered to them.

In Solidarity,

Charles Phillips - Clerk Craft Director



MAINTENANCE CRAFT

Hello Brothers and Sisters. I have been hearing many rumors around the plant concerning excessing in the Maintenance Craft. I have asked Management if there is any truth to this rumor and I was told that there may be. I have been speaking about the new “Run to Failure” policy that the USPS is going to be rolling out sometime this summer. This mostly affects BEM and AMT employees. As of right now Management has not completed the new staffing package. So, nothing has actually been determined at this point, right now it’s all speculation, however, management did say that they expect to possibly lose as many as 3 BEM jobs. Worst case scenario is that 2 or 3 BEM jobs could be lost, and those employees would be lower level maintenance employees with saved grade. There are several things that could happen and at this point it is too early to know how this will play out. It is a good idea for you all to read Article 38 and Article 12 in the contract. Just to familiarize yourself with how this stuff works. If you have questions, please seek out your Local Union Officials for help. If I don’t know the answer, I will find it for you. I would advise all maintenance employees to update your scores in other occupational groups. The more registers that you are on the better your chances are of getting into another occupational group of your choosing. According to Management those employees who are excessed will be given other jobs that are available. No one will be without a job. No one will lose money. Of course, right now there are many unknowns. Also, according to the CBA anyone who is excessed can move into a lower level job for which they are qualified. As an example, if you are a BEM and you are excessed and there is a vacant MM7 job you can go right into that job with saved grade. This means that you will perform level 7 work, but you will

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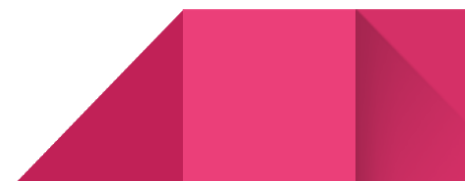
be paid as a level 9. Be assured that your Local Union is up for this challenge and you will all be represented to the best of our collective abilities. I personally expect much more of this happening in the near future. As I have been preaching all along, we need to stand together as a group, face this head on and see how everything shakes out. It is time for us all to put on the Big Boy/Girl pants and do your part as individuals. Come to work, do the best job you possibly can every day and we will prevail. This is not the first time that we have been threatened and yet we are all still here!

Maintenance Craft Director

Andrew Casson

Industrial Relations

As I write this article, the grass is turning green, the plants are blooming, and the summer weather is on its way! During the summertime we will all be spending more time outside, either home or at work, and we all must remember to be safe. Nothing can mess up your summer plans quicker than an accident. If you're working at home, remember to check all of your equipment before using it, and be sure to use the equipment safely. While at work also be sure to use the right equipment in a safe and efficient manner. If you find yourself working with equipment that is not functioning properly, fill out a 1767 and notify your supervisor, then red tag that piece of equipment. The red tag should take that piece of equipment off the workroom floor. For employees that work indoors around running equipment, and those that work out of doors, remember do not overdo it. Those working around running machines, things can get hot,



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if it's too warm let your supervisors know that it is too hot, and you cannot work in such conditions. If you are working outdoors, again, if it is too hot let your supervisors know that you cannot work in those conditions! The national agreement states that it is management's responsibility to provide a safe working environment for all employees. Make management do its job! Remember to be safe in whatever you do and enjoy your summer.

In Solidarity,

Leon Tucker

Industrial Relations Director

