

A Word From Assistant Clerk Craft Director . . . Joe Jolley

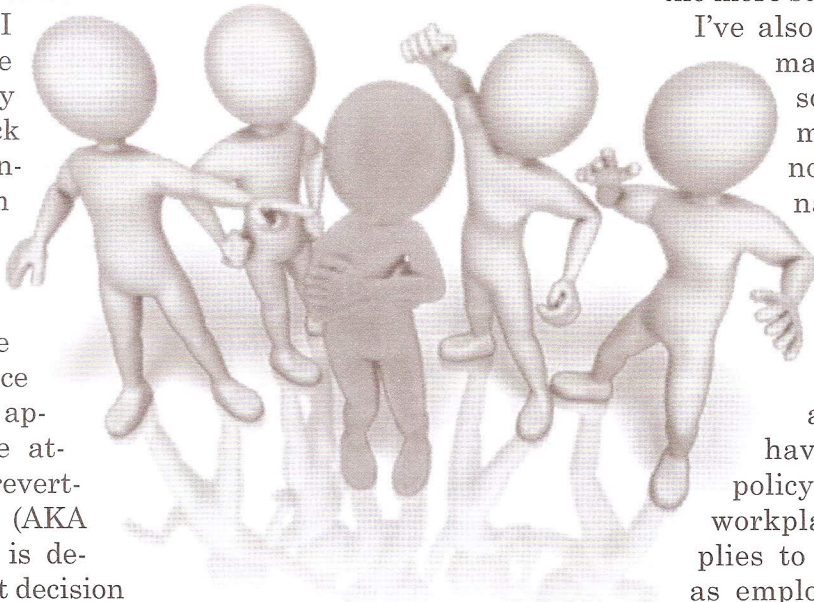


Just a few updates for our members. Although a lot of you do see your Union Officers and Stewards on the job, there are many who do not interact with us and surely sometimes wonder what it is we do and how it relates to you. While I can't begin to answer all the questions that may arise from that statement, I will try to address the ones that come to my mind when I think back to my time before joining the leadership team currently in place.

Currently, there is a big push from the Postal Service, at the National level, to reduce staffing. The plan, it appears, is a multiphase attack that starts with reverting duty assignments (AKA bid Jobs). A reversion is defined as "A management decision to reduce the number of duty assignments in an established section and/or installation when such duty assignments are vacant". Simply put, that means as we bid off one job to go to another, our old job goes away. As I stated, this is a National effort by the Postal Service but it has already begun to affect us here in the Nashville Area. Jobs are being proposed for reversion at all three facilities (P&DC, Annex, and AMC) as well as numerous stations. We are receiving a lot of great guidance from our National Officers and Business Agents on how to grieve these reversions and win, and have had a measured degree

Fighting To Keep Every Job We Can

of success so far. I have personally been involved in six reversion grievances thus far and have settled five, with management agreeing to repost the jobs as soon as possible. The sixth was denied at Step 2, which is as high as we can



go locally, and is now in the hands of our capable NBA's. A subject that I know many members at the Nashville plants are familiar with is overtime, especially as it pertains to PSE hours versus ODL employees. Craft Director Jim Schmidt and I have been extremely active on this front, filing numerous Class Action grievances trying to get management to use ODL employees before PSE's. Unfortunately, we have now been informed by our Business Agents that there is no violation for working PSE's over 40 hours prior to utilizing the ODL. There is a vio-

lation when PSE's work over 8 hours in a day if ODL employees are available. We need to hear from you, the members, anytime you believe this has occurred. The more help we get from the people being affected by these violations, the more successful we hope to be.

I've also heard concerns from many members that some of the management team, and I will not call anyone out by name, have been acting abusively or harassing employees. This is a serious concern that we stand ready to address. The Postal Service claims to have a ZERO Tolerance policy to harassment and workplace violence. This applies to management as well as employees. If you feel you are being harassed or treated unfairly, in any way, by a member of management, ask to speak to your Union Steward. I have received a wide range of complaints from employees. Anything from fear of physical harm, sexual harassment, belittlement, being told to get back to work, not being allowed to take breaks, I've heard them all. Some do not qualify as harassment or abuse but many do. If it's unclear to you if a line has been crossed, don't hesitate to ask for a Steward. Even if your problem doesn't warrant action, sometimes it helps just to talk to

continued on page 6