

# The Philadelphia POSTAL WORKER

Vol. 29 No. 2

A Member of the APWU Postal Press Association

May/June 2009

## Article 12 Update



**Gwen Ivey,**  
*President*

Let me take this opportunity to update you on our continuing negotiations to lessen the impact of the excessing that is going on in our Local. The union meets with the managers of Human Resources

and Labor Relation, along with their staff, twice a week to make sure the contractual provisions governing excessing are being followed.

Here are some of the things that management is supposed to do before excessing employees out of the installation: casual employees must be separated from the rolls in the affected craft and installation prior to excessing any regular employee in that craft outside of the installation; return light/limited duty employees assigned from other crafts back to their respective craft; permit senior non-impacted employees in the same craft or occupational group the opportunity to volunteer to be reassigned in lieu of impacted employees; offer employees the opportunity to transfer to another facility using eReassign, those who choose to utilize eReassign to transfer are given priority consideration for this transfer, however, these assignments are generally PTF positions. Priority consideration means that management cannot

take into account your sick leave usage or annual leave balance when determining whether you get the transfer or not. Employees may see what positions are available in eReassign by logging onto the Postal Services' liteblue web site at [www.liteblue.usps.gov](http://www.liteblue.usps.gov).

Another option available to impacted employees is the option of changing to part-time regular (PTR) in lieu of involuntary reassignment, to remain within their present installation. However, the manager of Human Resources states there are no PTR positions allotted in the bid matrix and therefore if an impacted employee opts to take this position they would only be scheduled to work a minimum of 4 hours per week and would be considered as an unencumbered PTR.

All impacted employees were made aware of

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## Un-Coded Red



**Mark Reeves,**  
*Vice  
President*

Who ordered the Un-Coded Red? We want the truth! We deserve the truth! We can handle the truth! The only thing I'm sure of is, it wasn't Jack Nicholson and this isn't the movies. What is happening

to the city un-coded mail? Who is working this first class mail?

Here is what I know. According to the new bid matrix for the Philadelphia P&DC we no longer have any city un-coded scheme qualified duty assignments. When asked why there are no city un-coded scheme qualified duty assignments any more the response from management was that we no longer need them. And yet we still have city un-coded mail. So yes, the question was asked, what is being done with the city un-coded mail? The answer from management, well, they haven't given us one.

Clerks in the primary section still sort mail to a pigeon hole designated for city un-coded mail. The city un-coded mail is still collected from that pigeon hole and consolidated into trays. So what happens to it next? Management has made a decision not to process this mail; that much is obvious. We still have employees

who are qualified to sort the city un-coded scheme, but they are not being utilized.

Although nobody in management can tell the union what is going on with the city un-coded mail the clerks in the primary section tell us that they are being brought the trays of city un-coded mail and are told by their supervisors to mark it as return to sender. I guess it doesn't matter to local management that this procedure is improper and is intentionally delaying first class mail; not to mention that it is causing our customers hardship and additional postage to resend the letter once it is returned to them.

So who ordered the Un-Coded Red? What postal official decided that we would no longer process certain types of first class mail? What postal official decided that we no longer needed

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# Un-Coded Red

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duty assignments with city un-coded scheme qualifications? The only answer we get is it is coming from higher up. I can assure you of this much, your union will continue to pursue this matter by whatever means necessary to ensure that our customers get the service they pay for and our members get the jobs we deserve.

## Safety and Health

On April 7, 2009, I filed a formal complaint with the Philadelphia area Occupational Safety and Health Administration (OSHA) office on behalf of the Philadelphia PA Area Local 89 for: Ergonomic issues related to DBCS operations. This complaint was filed in conjunction with the National APWU with the intent to have multiple complaints simultaneously filed by Locals nationwide.

I have been informed by W. Corey Thompson, Safety & Health Specialist, who works out of the National APWU Office under the supervision of National Director of Industrial Relations Greg Bell that this objective has been accomplished. Hundreds of for-

mal complaints have been filed with OSHA on this issue by local unions across the country. There have been so many complaints filed that OSHA does not know how to address this issue.

OSHA is required to schedule an inspection of the DBCS operations, with the full participation of the union. The National APWU is working to develop a team comprised of ergonomists and APWU Representatives to participate in these inspections. The Philadelphia area OSHA Director, Albert D'Imperio, acknowledged receipt of the Local's formal complaint.

The background of the complaint is based on NIOSH-Health Evaluation Report-HETA 92-0073-2337-July 1993- "NIOSH investigators identified several ergonomic hazards associated with the Postal Services' automated mail processing machines. These hazards put employees at potential risk for low back and upper extremity musculoskeletal disorders (MSD)."

NIOSH-HETA 3003-0179 & HETA 2004-0103-March-2006- " The DBCS

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# General Membership Meeting

**Thursday, June 18, 2009**

**7:30 p.m.**

**864 Main Street  
Darby, PA 19023**

Shuttle Service from Lindbergh  
to the  
Union Hall Available

Light Refreshments Will be Served

*Following Meeting: September 17, 2009*

No Meeting in July or August

# The Recovery and Reinvestment Act



**Stacey  
Franklin,  
Treasurer**

Hello Brothers and Sisters! I recently reported that due to President Obama's American Recovery and Reinvestment Act of 2009, all employees who receive a paycheck, and are subject to withholding,

may receive a slight increase in pay due to a reduction in the federal taxes. This tax credit is not a one-time payment; it will be dispersed in your payroll check biweekly.

The change became effective around the beginning of April 2009. For the years of 2009 and 2010, the Making Work Pay provision of the American Recovery and Reinvestment Act will provide a refundable tax credit of up to \$400 for working individuals and up to \$800 for married taxpayers filing joint returns. The amount of the credit will be reported on your 2009 income tax return. You should make sure that this tax credit will not place you in a higher tax bracket and cause you to underpay your federal taxes; so adjust your taxes accordingly. If you would like additional information concerning the tax credit or to view the new tax tables you can log onto the Internal Revenue's website at [www.irs.gov](http://www.irs.gov).

Most states have not received any or only part of the stimulus that is designated for each state. Some of the obstacles that have caused these delays include; a portion of the regulation money has been dispersed to help states with Medicaid expenses, government bureaucratic regulations and state regulations and provisions that prevent the states from receiving and allocating the stimulus package accordingly.

Because of the stimulus money, some states have reversed extreme and much debated public and social service cuts in anticipation of receiving the funds. The stimulus package designated for the Commonwealth of Pennsylvania and the states of Delaware and New Jersey will help create an estimated 143,000 jobs, 11,000 jobs, and 100,000 jobs, respectively. As of April 2009, the unemployment rate in Pennsylvania was 7.8%, 7.5% in Delaware, and 8.4% in New Jersey; so this stimulus package is desperately needed.

## What's the 311?

The city of Philadelphia has implemented a new way for residents, businesses, and visitors to obtain information about the city. Effective December 31, 2008, residents could dial 311, 24 hours a day, 7 days a week, on their cell phones to obtain information or service requests such as; directory assistance, information about trash pick up, debris removal, sewer drains, updates about special events, and other services and additional requests. The objective of this new 311 call center is to improve customer service, reduce confusion for people trying to find the right number for a particular city de-

partment, to make the best of a limited workforce and hold city departments accountable for responding quickly to requests. The 311 call center is not for emergencies. You still have to dial 911 for emergencies.

Also, there is a new Community Alert System, [www.ReadyNotifyPA.org](http://www.ReadyNotifyPA.org). This system helps local officials send emergency text alerts and other important notifications to you quickly via email, cell phone, pager, Blackberry, or a PDA. The alerts are free, but your cellular provider may charge your account for text messaging if you do not already have a plan in existence. You can receive information about weather warnings, transportation delays, and crime information. You can choose to receive alerts from any of the six participating counties or all six counties. The counties that are part of this network are; Bucks, Chester, Delaware, Montgomery, Philadelphia, and Gloucester County, New Jersey. All you have to do is sign up on the web site listed above and select the counties that you wish to receive alerts from. You also have the option of volunteering for emergency situations that may arise.

Additionally, the city of Philadelphia has job opportunities available for teens for the summer. They are offering summer employment and opportunities for young people between the ages of 14 to 21 years old. The employment opportunities are in: Summer Food Program, Computer Skills for Life Program, and Seasonal Maintenance Attendants (Department of Recreation). For more information call (215) 684-1196 for the Summer Food and Computer Skills for Life Programs, and call (215) 683-3600 for the Seasonal Maintenance Attendants.

## The Bottom Line

The Philadelphia District has been under Article 12 for quite some time and we are all aware of the postal service's intent to excess some of our employees outside of the installation. Management has continually informed all employees of the USPS of the dire financial situation of our agency, although management has started to use the term "the company" when referring to the USPS. They have decided to make these radical changes without providing the Local with any documentation that proves how much money these excessing changes or the recent tour compression at the Lindbergh Facility will actually save the postal service. We verbally hear the speech about "the

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# The Un-Fantastic Four, The Function Four

**Dennis  
Sullivan  
and  
Jim Austin,  
Station  
Stewards**

No, I'm not talking about the comic book hero team; although a function four review could be considered a villain, however, there is nothing comical about it. A function four review is defined by management as a systematic approach to determining a reasonable, achievable work hour budget based on historical data and on-site observation by knowledgeable team members. Management states that the majority of reviews will produce efficiencies in method improvements and work hour savings; some reviews will result in additional hours being recommended to current budgets.

A function four is defined by bargaining unit employees as another management decision to make clerks do more work with less people. Just the mere mention of these words strikes fear into the hearts of clerks assigned to a station. Where are they cutting next? What job is going to be abolished now? It is extremely rare to see a position added due to a function four review, 99.9% of the time the result from a function four review is not good.

I recently attended a Function Four Conference that was taught by National Business Agent Bob Romanowski. The class was extremely informative. Management can perform a function four review on sales and service associates (SSA) **without even being in the station**. This system is called the Window Operating Survey (WOS). Managers can access data to update and review from Retail Data Mart (RDM) or Electronic Information System (WebEIS). Data is electronically uploaded to the RDM and WebEIS programs from Point of Sale (POS) computers. The number of SSA positions in stations is being determined by data input from the POS.

We are at the point where we must earn the time for our SSA positions. **It is imperative that**

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## Article 12 Update

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the downside to converting to PTR. A PTR's work hours may be severely reduced, as already indicated by the manager of Human Resources. Furthermore, employees who revert to PTR will not have the opportunity to become full-time regular employees again until every excessed employee has been afforded their retreat rights to the Philadelphia Installation, even if those employees are junior to you. Another huge downside to reverting to PTR is they may still be excessed out of the Philadelphia Installation, but as a PTR. What that basically means is a PTR could actually end up being excessed even further away, and into another PTR position that, contractually, would only guarantee a minimum of four hours of work each pay period.

### By the Numbers

The initial number of impacted employees identified by management in July, 2008, was 185 employees to be excessed outside the Philadelphia Installation. Through the union's aggressive negotiating and with the help of attrition (separation, retirement, disability retirement, resignation, transfer or death) and the non-impacted employees who opted to take in lieu of positions, we are now down to 93 affected employees to be excessed outside the Philadelphia Installation. The union will continue tirelessly in our efforts to eliminate all

excessing.

The 'in lieu of' bids were awarded May 22, 2009. The effective date of these bids will be Saturday, June 6, 2009. The impacted employee posting awards were May 22, 2009; a PS Form 50 will be cut for these employees with an effective date of June 20, 2009.

### Get Involved

We must recognize the games management plays. They state we are in a financial crisis, thanks to their mismanagement, and yet some of the supervisors/managers on the floor tell the stewards and the employees they are short employees, but they don't have the backbone to tell the appropriate manager what they need. So they put the pressure on the employees to do more work to keep their scores up. We, the workers, need to continue to perform our jobs not just efficiently but also safely. Safety regulations are put in place for a reason, to protect employees from being injured. Perform your duties according to the procedures and guidelines that are put in place to ensure your safety. Do not try to do the work of two people! **DON'T LET MANAGEMENT JEOPARDIZE YOUR SAFETY/HEALTH.** Request to see a steward if you feel uncomfortable with what a supervisor

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# The Recovery and Reinvestment Act

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company's" poor financial situation from different representatives of management, which allegedly justifies these changes; however, what we don't hear is the postal service's plans to increase revenue.

I think at this point we all understand the situation is dire, which is why it baffles me that the service is not aggressively sending out correspondence to all of its' employees requesting ideas and suggestions on ways to increase revenue, especially from the Sales and Service Associates that deal directly with the customers.

The postal service has plans to excess some of our employees and could possibly pay excessive relocation fees. Thanks to our Collective Bargaining Agreement, these identified employees will still be working for the postal service, but now the service will tack on an additional debt with these relocating fees. How does this method save money? We are not the only city or local union that is going through excessing, in fact, it seems that almost every local union that we have been in contact with is going through the exact same situation. So now these relocation fees are multiplied tremendously!

The bottom line is that a large portion of postal employees are eligible for retirement and instead of the postal service offering some type of incentive to these employees, even if they have to cap the incentive to a certain amount of employees per city, they choose to add on additional debt. I do not condone forcing or attempting to intimidate anyone to retire. Retirement is an individual's personal choice. However, I do condone offering incentives to employees that are eligible to retire before adding on additional debt, uprooting dedicated workers, and contributing to the declining morale of the employees.

It is true that if the H.R. 22 Bill, a Bill that would help reform how the postal service would have to pre-fund retiree healthcare benefits, passes it will relieve the postal service of some of its' financial burden, and the APWU is in support of this Bill. However, the USPS still has to have a plan, a plan that will increase revenue and provide effective and exemplary service to its' customers. All customers, not just the big mailers that continually receive discounts on mailing such as the summer sale, a proposal that is designed to increase volume during the time of the year when mail volume is at its' lowest, by granting big mailers rebates of 20 - 30% for increasing their standard mailings between June 15, 2009 - September 15, 2009.

It is incomprehensible and insulting to continually raise the price of postage for the average customer while continually making them wait in extremely long lines for service in already understaffed post offices. I don't think

that it is effective planning to raise the prices on our products while decreasing customer service. If you normally shop at one particular supermarket and they constantly under-staff the check out lines and continually raise prices, how long would it take you to start shopping at another supermarket, even if it is less convenient? This analogy works the same way for the post office. It appears that it is management's intent to cater to a few, the big mailers that are not standing in the long lines, and provide them with discounts while sending the average customer somewhere else. Even some of the big mailer accounts that the postal service lost were not due to increased prices, they were lost because of poor service. We all work for the United States Postal Service, not the United States Postal Company. Fed Ex and UPS are companies, the USPS is a government agency that provides a service to the public and it is time for management to recognize that fact.

That is why it is important for us to remember that we have dual positions with the agency; we are not just employees of the United States Postal Service we are also customers that utilize this service daily and we have to fight and complain and encourage other customers to also complain about declining customer service. Decreased staffing = decreased service = decreased revenue. Is this a formula that the service is proud of?

The Union is using all its' resources to fight for all of our APWU bargaining unit members and we will continue to do so. In solidarity! □

## Un-Coded Red

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machines presently in use by the USPS (four tiers, 201 stackers) present the same or greater risk of injury to workers as the three-tiered DBCS machines evaluated by NIOSH in 1991-92."

An OSHA verification report concluded-"The DBCS machines continue to be an area of significant concern because MSD-related injuries/illness continue to occur."

The Postal Service has refused every attempt by the APWU to discuss the ergonomic risks and hazards presented in OSHA's report. The main objective of the formal complaints being filed is to force OSHA to address the Ergonomic issues related to DBCS operations. As this situation develops I will keep the Membership informed as we move forward on this issue.

As you all know the Philadelphia Air Mail Center (AMC) has been closed and the AMC employees have either been management as-

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# The Un-Fantastic Four

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**you input all information correctly into the POS.** Move in and out of the window operation when needed. Limit the amount of SSA's doing one or two transactions per half hour. Time on the window is monitored in half hour segments. If you have two clerks on the window and a third clerk comes up and waits on one or two customers, the time charged for that half hour segment will be one and a half hours because the third clerk did those two transactions. If the third clerk does not come up for the two transactions, the unit is only charged for one hour. Sign in on your machine after the top of the hour or half hour and sign off before the hour or half hour. If you sign in at 8:29, you will be charged for a half hour from 8:00 to 8:30, even though you worked one minute. Please be aware of the segments of time when signing on or out. The job that you may be saving could be yours. When you are working the window scan each item that you sell individually. You earn at least 35 seconds per item. For example, if you sell six coils of stamps and scan each coil you will receive three minutes and 30 seconds of earned time. However, if you do the same transaction but hit the stamps and merchandise dynakey, then six and then quantity, you will only receive 35 seconds of earned time for an identical transaction. That is a loss of two minutes and 45 seconds of earned time. If you multiply this by the number of transactions in a day the time becomes extremely significant. We need to earn as much time on the POS as we can, our jobs depend on it.

If your station is a passport acceptance agency make sure that each passport and photo is processed into the POS separately. A clerk processing a passport earns nine minutes and 48 seconds for each passport on the POS. A clerk processing a passport photo earns three minutes and 37 seconds from the POS. If a clerk processes passport applications for a family of four and does each passport and photo separately, the clerk would earn a total of 53 minutes and 40 seconds in the POS as time worked. However, if you do the same transaction but hit the stamps and merchandise dynakey and four then quantities you will only earn 13 minutes and 25 seconds of time worked for an identical transaction. You would lose over 40 minutes of earned time by not doing each passport and photo separately. Remember, we are at a time and point where we must earn our SSA positions.

Clerks are seeing an increase in lost work hours in labor distribution code (LDC) 45, which is the LDC for the postal store and window operation. In November 2003, LDC went through a major change; now every 45 minutes earned on the POS equals an additional 15 minutes of soft time earned. This is why it is extremely important to enter your POS transactions prop-

erly. If you do not enter the correct information into the POS you will not get the earned time. It is possible you could have a line going out the door all day and could still lose an SSA position if you do not earn the proper time. I cannot emphasize this point enough.

## Help Us to Help You

Your union steward will need to find out if there are any withheld or reverted positions in your station. The union will need to establish the compliment of your station by craft and identify any loaned employees. The union will also need to determine if any clerk work was shifted to management or other crafts. If you see a managerial employee or a carrier craft employee performing clerk craft duties you need to notify your union steward. Don't let management steal your job.

Distribution clerks need to make sure they are on the right operation. If you move to another operation, hit a move. Box Mail, Operation 769, LDC 44 is the units where clerks fail to hit a move most of the time. If you move from distribution to the box section and then back to distribution and do not hit a move, the box section will show up as overstaffed. Do not let clock rings be the excuse to get rid of full time jobs.

Anytime clerks count the mail (Box Mail) they should try to be as accurate as possible. I know that this doesn't sound right, but this is a fact. If an F-4 review is being performed at your station, the F-4 review team will look at volume during the on-site inspection. If the station is inflating volume the F-4 review team will reduce the volume projection for the year by the inflated number during the inspection. Please be careful with your count.

A function four review is not just the F-4 review team that comes to the station and watches your every move. A function four review consists of an eight week analysis. This is an analysis of actual work performed in the respective LDC within that office for an eight week period. Presently, the F-4 review team will look at four weeks in March and four weeks in October. They will look at yearly averages that could be adjusted by the on-site review team.

Contractually, management has the right to direct employees in the performance of their official duties. Under Article 3 of the national agreement management has the right to promote, transfer, assign, and retain employees in positions within the postal service. They have the right to maintain the efficiency of the operations entrusted to it; and determine the methods, means and personnel by which such operations are to be conducted.

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# Article 12 Update

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is instructing you to do. All of our jobs are on the line.

Supervisors performing bargaining unit work such as: clearing jams, moving equipment, loading ledges, putting up box mail, working at the key desk and other station related tasks should not be tolerated. Our contract protects our work and it prohibits supervisors from taking our jobs so when you see this YOU MUST INFORM THE UNION. All of our jobs are on the line. Brothers and sisters you must get involved. Large processing facilities and small offices alike, all over the United States, are going through hard times with no relief in sight; everywhere you turn there is Art.12 excessing, tour compression, national reassessment of injured workers, facility consolidations and more occurring all at the same time. In spite of these many difficult issues and impacts occurring during the same period the union is working very hard to protect and enforce your rights and benefits.

During these hard, difficult times we need you to be the eyes and ears of the union, to report any and all issues that could affect our jobs. We need to recognize that united we stand and divided we fall. Management knows that if they can divide, they can conquer. They have played this game very well, keeping the union fighting for jobs, fighting each other, fighting against each other and the union, in the hope that we will not see the wrong they are doing and forget that they are the real reason for the failure of the postal service. Management is moving full steam ahead with their projected proposals and changes, and we're the ones who are suffering from their mismanagement.

## Postal Nurses Gain Raises and Job Security

Our national union has reported that an arbitration panel finalized a five year contract on April 28, 2009, the first contract since the National Postal Professional Nurses merged with the APWU. The nurses' independent contract expired almost two years before the date of the new finalized contract. The nurses will receive retroactive raises of 3.3 % effective Aug. 18, 2007, and 3.1 % effective Aug. 16, 2008. Wage increases for 2009, 2010, and 2011, will be based on the Employment Cost Index.

The postal service attempted to close all postal Medical Units and reduce the complement of nurses from more than 130 positions to only 41. The APWU proposed to maintain the current complement, keep existing Medical Units open, provide a no lay off clause, and propose strict limitations on the use of contract nurses. National APWU President William Burrus stated that the negotiating team performed an excellent job and the arbitrators' award deserves

praise.

## Legislative Update

I urge all APWU members and their families to call your Senators and Congressmen and tell them to support the following legislation:

- HR 22 - this bill will stop the postal service from having to pre-fund retiree healthcare payments, something no other federal or private agency is required to do, and will save the postal service billions of dollars.

- HR 2161 (FMLA Restoration Act) - The purpose of this bill is to roll back the harmful changes made to the Family and Medical Leave Act by former President Bush just four days before he left the White House. Some of these changes include supervisors contacting employee healthcare workers without permission and forcing employees into repeated visits to their doctors.

- The Employee Free Choice Act (S 560/HR 1409) - This bill would give working people the freedom to form unions and bargain collectively, and is key to turning around the economy and rebuilding America's middle class.

- HR 958 - This bill would allow federal and postal employees under FERS to credit unused sick leave to their service time in the same manner afforded to employees under CSRS.

Through our struggles we must remain united; for as a united force we shall overcome all adversity. Solidarity forever! □

## Fantastic Four

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As representatives of the APWU we have a duty and obligation to make management prove that any action they take is for a valid reason. The first thing the Philadelphia Area Local has done is to request that the union be notified of any pending function four reviews. We want to know when they are scheduled, and will request to attend all meetings related to the F-4, including the exit interview.

The Union will request all relevant information management used to conduct the F-4, including copies of the function four findings. It is a NLRB violation for management to refuse to provide information or delay providing information, including notes of the function four team members, to the union.

The union will continue to file grievances, as we have in the past, protesting any function four review that we feel violates any of our contractual provisions. We will do everything within our power to make sure that management's actions were contractually correct. The struggle will continue, for sure. □

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## Un-Coded Red

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signed to the Express Mail Operations section or the Registry section at the Philadelphia P&DC, or have received a bid within the Philadelphia Installation, which includes the P&DC, AMC and all of the city stations.

For those of you who didn't know the AMC was a part of the Philadelphia Installation in the same way as the city stations are. Every clerk craft employee assigned to the Philadelphia Installation is on the same seniority list when it comes to awarding bids. What that means is any full time regular employee in the Philadelphia Installation may bid to and from the Philadelphia P&DC, city stations and the AMC when it was open.

I would like to address some of the concerns of our members, those that have been reassigned from the AMC to the P&DC and those of our members that were already assigned to the P&DC. First off would be the initial level of expedience that management demonstrated in the pursuit of closing of the AMC, and the length of time that this process had continued to drag on.

The orders for this entire debacle were issued from USPS Headquarters. The apparent level of indecisiveness with which this operation was undertaken is just another example of the sheer incompetence at the highest levels of postal management.

The lack of a sound business plan, making all of these drastic changes to postal operations and employee schedules at the AMC and the P&DC prior to finalizing contracts with commercial air carriers and ground handlers, has played a major role in the issues we experienced with destinating mail that was still being worked on the sack sorter at the AMC well after the original stop date of December 7, 2008.

The shuttering of the Express Mail Acceptance Window at the AMC which was, by the way, the only Express Mail Acceptance Window in the entire city that was open 24/7 are just a few examples of how the postal service's head-first rush into the closure of the AMC was mismanaged. It makes you wonder if the postal service really is committed to customer service and generating revenue.

The lack of communication between USPS Headquarters, Eastern Area Management and Local Management had

been the root cause of most, if not all, of the problems that have arisen throughout this process.

There were some issues that arose locally where the parties would meet to discuss the problems and management would agree to make the necessary corrections so as to be in compliance with the Collective Bargaining Agreement and Local Memorandum of Understanding.

If you have read through my article to this point it becomes fairly obvious that the most prevalent factor in this entire chain of events is how a lack of communication from Headquarters and Area level management can have a profoundly negative impact on the ability of the parties at the local level to negotiate and conduct business all the while trying to bargain in good faith.

In my humble opinion AMC Plant Manager Tommy Franklin and his staff had bargained in good faith. That is not to say there were no mistakes made or misunderstandings between the parties. When situations did arise or a violation occurred it was immediately addressed and corrected; either through discussions and meetings or through the grievance procedure. It is the goal of this union to enforce compliance of the Collective Bargaining Agreement and the Local Memorandum of Understanding.

The union and management at the local level, in my opinion, had bargained in good faith throughout that process, correcting mistakes, misunderstandings and violations, and we will continue to do so.

One final note Brothers and Sisters, I just want to remind everyone of what a difficult time this has been for all of our members at both the AMC and the P&DC throughout this entire process. The types of wholesale changes that have taken place to operations and employees at both the AMC and P&DC are the sort of things that may cause animosity amongst our members. Remember, these changes were implemented by management, not your fellow union members, and it is management who should be held accountable.

Now is the time for continued unity throughout our Local. For in this unity we shall find the strength to meet the challenges ahead. When all is said and done, we are all members of the APWU and the Philadelphia PA Area Local 89. United We Stand, Divided We Fall. ☐