

Briefs



THE OAKLAND POSTAL WORKER NEWS MEDIA

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NEW MEMBERS



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Having knowledge is great; but, the ability to use it wisely is greater.

THE LWOP-HATCH ACT PUSHBACK APWU'S NATIONAL GRIEVANCE SUSTAINED!

The APWU's challenge to the USPS's unilateral changes to its leave policy was upheld by arbitrator Goldberg on August 6, 2018. Arbitrator Goldberg ruled that the USPS must rescind the changes to the Employee and Labor Relations Manual (ELM) and make whole any employees disciplined or whose LWOP requests were denied because they indicated they were requesting "union official" LWOP to engage in partisan political activity. He also instructed the USPS to comply with Articles 5, 10.2 and 19 of the Collective Bargaining Agreement (CBA) in further efforts to change its leave rules or PS Form 3971.

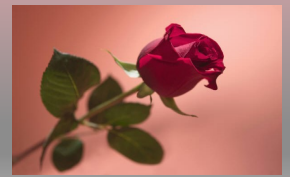


To view and/or obtain a copy of the Goldberg Award, go to the Oakland Local website Legislative & Politics page.



Michael Hines, James Perry, Kenneth Mitchell, and Beatriz "Beti" Juarez at National Convention in Pittsburg, PA.

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It's A DATE

Retirement Seminar

Sept. 16, 2018

Western Region POWER Conference

Sept. 24-25, 2018

General Membership Meeting

October 10, 2018



THE SOCIAL MEDIA

Post At Your Own Risk

Millions of social media users enjoy posting online. However, careless and irresponsible postings can cause one much emotional anguish or grief and create expensive legal problems. Personal information about employees should not be discussed on social media. If the information has anything to do with their medical, personal, financial or sex lives, don't talk about it on the

social media. There are numerous federal and state laws that deal with employees' privacy that you must consider when posting information online. The USPS social media policy is found in Section 363 of the Administrative Support Manual (ASM) and on the Rules and Regulation page on the Oakland Local website.



TELL A FRIEND: JOIN THE UNION

Most new APWU employees have signed up with the APWU, yet there are still hold-outs among long-term Oakland employees. Here is why those people should reconsider.

While the Union must represent all craft employees in grievances and contract negotiations, only members may attend membership meetings and vote in Union elections for the candidates who are going to represent them.

Members run the Union! Local 78 has an excellent record of communicating with members through the Local's website, FYI announcements, the news *Briefs*, and workshops on topics like retirement planning, injured employees' rights, and current legislation that affects postal workers.

Our website has recently been redesigned for greater ease of use.

There are monetary benefits to Union membership. The APWU health plan immediately comes to mind. Members are also eligible for the Union + credit card, several forms of supplemental insurance like pet insurance and dental coverage, and a mortgage lending program through Wells Fargo. A complete description of available discounts can be found on the national APWU websites under "get benefits."

And let's not forget the Word Find contest the Local just introduced, with a cash prize for members only.

These days we are going up against not only management, but political forces who want to privatize the USPS. Everyone's job is on the line. Everyone should join the Union.



ENDANGERED SPECIES: THE DISAPPEARANCE OF KNOWLEDGEABLE SUPERVISORS

They may not be as close to extinction as the northern white rhinoceros, but skillful, knowledgeable supervisors are becoming a rare breed.

Supervisors used to have to pass a test to get promoted. While the USPS now favors college graduates with some supervisory experience, such candidates are uncommon and can get other jobs within the service. People rash enough to seek to be supervisors may be shuffled from one unit to another as a form of cross-training, never adequately learning any operation. The USPS has been de-emphasizing training generally, expecting employees, even in complex jobs, to wing it. Eventually, we'll reach the point where nobody knows anything about anything.

Meanwhile, the barking demands for through-put above all drown out attention to accuracy.

It's easy to mock low-information supervisors, like the one who didn't believe there was any such place as the Middle East, or the one who told his employ-

ees, "You need to work harder! W-R-K-E!" Those up the chain of command don't always set a good example, like the manager who took an impromptu ride on a conveyor belt.

Often employees effectively run their units, having given up on the hope of being able to get information from their supervisors. Supervisors should know how to do something besides deny leave requests and sign and issue disciplinary notices.

Since we can't clone good supervisors, maybe we should start a campaign, the way people do for **Siberian tigers**: **Save The Knowledgeable Supervisors!**



RETIREES: STILL IN THE STRUGGLE

As the baby boomers face retirement, we are still riding that wave of activism as we age. Never assume it's all over and time for the easy chair. Those who would take our jobs and retirement benefits do not rest and neither should we.

What to do? Join the APWU Retiree Department and become active in our local chapter. For \$36 a year, you will be kept informed on issues facing retired postal workers. Best of all, you can get involved at the local level and help bring about needed changes. This is crucial - with the efforts being made to privatize the post office we must fight back to save it.

Come and check us out. We meet every third Tuesday of the month at 11:00 am. You'll hear the latest postal gossip before we get down to business. We need you. We can win this battle and keep our local post offices open - all while making new friends.

Do you have a check in the Registry Unit? If you want to find out, call the Registry Unit at (510) 874-8226 and ask to speak with **Dennis McCardell**. Presently, there are approximately thirty unclaimed checks in the unit.

