

# The Sentinel

## A message from your San Francisco Region NBAs

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## The Times Are a Changing

-By Chuck Locke

This isn't your Grandma's Post Office anymore. When I began my postal career, there was plenty of letter mail and very few packages. We had a lot more clerks than we did mail handlers. Now the Postal Service is moving to a parcel processing business model. We can't turn back the hands of time so we need to adapt and fight for our survival. The Postal Service is under attack from outside companies as well as from within from the Postmaster General, Louis DeJoy. DeJoy has destroyed mail delivery standards. In today's world of instant gratification, who wants to wait 5-10 days for a first-class letter to arrive? That is exactly what Postmaster General Louis DeJoy is doing to the United States Postal Service and the public's mail. We need to work with Congress to fire Postmaster General DeJoy. The next time the APWU asks you to call or write your Congressional representatives, please do it. ☺

## Protecting Clerk Craft Work

By- Chuck Locke

The Postal Service is hell bent on eliminating as many clerk craft jobs as possible. Management is doing this by reverting jobs, cutting the hours of our PSEs, reducing overtime, issuing discipline as aggressively as they can, having Carriers and Mail Handlers do our work and having management perform our Clerk Craft work. We need to put a stop to managements attack on the Clerk Craft. We can't win this battle without everyone's help. Just paying dues to the Union is not enough in these troubled times. You don't have to be a shop steward to help but we do need you to be the eyes and ears for the Union in your office. Let your steward know what is going on and write statements. The Union can't win grievances and stop managements attack without statements from our members. ☺

## Don't want to abide by the contract, get another job!

By- Sonia Canchola

I've been told that I only represent those employees who are "troublemakers" or employees who never show up to work. That is not true. I enforce the contract. There are procedures for everything within the USPS. There are handbooks for everything under the sun! These are the handbooks and manuals created by the USPS. These are their handbooks and policies not yours, mine or APWUs. We need to hold the Service accountable with their handbooks and policies. They sure try to hold us to them. A contract is a contract. They must abide by the contract whether they like it or not. But sometimes our employees really think management is their friend. They confide in them, tell them all their medical issues, thinking they will be excused and not disciplined. NONSENSE. They will simply turn around and write you up. If you have a chronic condition such as: sleep apnea, diabetes, high blood pressure, migraines etc. get FMLA protection. DO IT NOW, before you dig a hole so deep to where you don't qualify for the protection. To qualify for FMLA you need to have worked 1250 hours the previous year to be entitled to 12 work weeks of unpaid, job-protected leave each calendar year for specified family and medical reasons. These weeks are PROTECTED from any discipline. You can obtain the FMLA documentation off the APWU website.

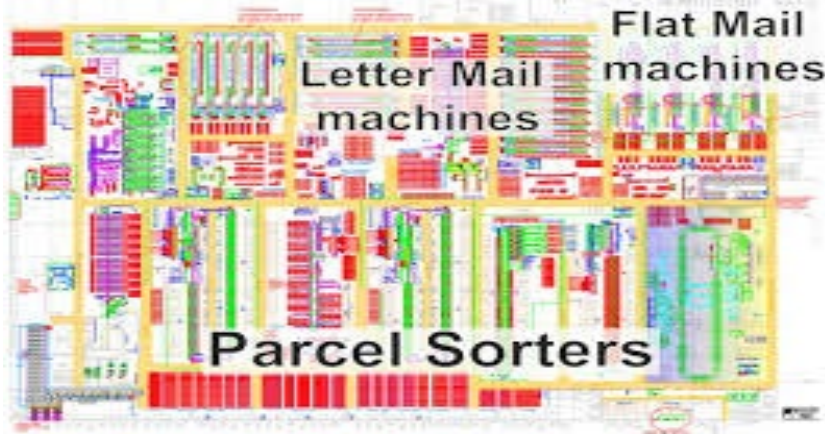
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**Just say no!  
to the  
Postal Pulse**

**Financial Health Warning:**

**Management has a history of trying to use the Postal Pulse survey results to lower wages for postal workers**

**APWU**



## Save the Jobs that are just Under our Nose!

-By Sonia Canchola

Do you have any unassigned regulars in your office? What are Unassigned Regulars (UR) you ask? Those are either FTR, FTF or NTFTs who are without bids, they are considered Unencumbered Employees. Sometimes management will begin with re-alignment of the office. They take bids away through abolishment's. Now there is an employee(s) without a bid. Although management will give them a schedule and they are still working 40 hours (or less if NTFTs). The CBA under Article 37.4. B (page 182 states) *"employee who becomes an unassigned regular will continue to work the same hours and scheduled days the employee worked immediately prior to becoming unassigned unless notified of a change in work schedule before expiration of the first 28 days after the date on which the employee became unassigned. Additional work schedule changes may be made, provided that such change cannot be made effective until 180 days after the effective date of any previous change."* Through recent training, I have come to learn that there are plenty of UR in our plants and stations. Furthermore, with the change in the USPS, the service is reverting positions as soon as they become vacant. Here is what we need to do.



◆ First of all, we need to put in a request asking for a copy of the Clerks Webcoins. This report should indicate all your clerks, showing what jobs they are in their start time and end time etc. If you have any employees showing UR, a grievance should be immediately filed. Identification of Newly Established Duty Assignments, Article 37.4 D. of the CBA (page 187 states): *"When the number of full-time regular Clerk Craft duty assignments in an installation is less than the number of fulltime clerks, a full-time employee remaining unencumbered for a period of 120 calendar days shall demonstrate the need to post the newly established full-time regular duty assignment in accordance with Article 37.3.A.1.a. This process shall continue until all unencumbered clerks eligible to be assigned have successfully bid or been assigned to duty assignments."*

◆ Again, submit a request for information listing all the clerks listed as UR. Ask for their clock rings for the past 120 days. ◆As a remedy, request that a bid be posted for all the UR in your facility based on Article 37.4.D. Also, request that the "ripple affect" be granted until the process of Filling Residual MOU pecking order is complete (please refer to page 430 of the CBA and JCIM page 271 for the Q&As). ●



# Day to Day

By- Sonia Canchola

As you know, the USPS is on a mission to get rid of 50,000 employees through the PMGs 10 year plan. He plans on bringing in more automation and consolidating facilities. The Service has been very low key on all their strategies, but we must try to be one step ahead of them. We need to protect our jobs. We cannot cut corners on the window line. If the line is out the door, take a deep breath and focus only on the customer in front of you. The customers will understand if you and your co-workers are working. They may complain to you but give them the **best** service possible. Pretend that is your Mom, Dad, Sister, Brother or Abuela. Our customers love us and trust us. Let's not ruin all the hard work we have done by earning their trust only because management doesn't know how to properly staff. Another way we can protect our jobs is by not working on the DBCS machines by yourself. APWU has worked long and hard to obtain the agreed upon staffing only for us to unilaterally work alone and risk injury. Let's face it, we are not getting any younger. Page 269 of the JCIM is clear. OCR - BCS- DBCS Staffing ***"Normal staffing for the OCR, BCS and/or DBCS will be two (2) Mail Processing Clerks to perform the loading, feeding and sweeping functions."*** Guys, what part of 2 don't we understand? This means we must have **two** mail processing clerks to perform the loading, feeding, and sweeping. Not just you. Think of yourself! Think of your safety. 😊

# State Convention

By- Chuck Locke

The California State Convention was well attended and a huge success. We were joined by President Mark Dimondstein, Vice President Debby Szeredy, Secretary-Treasurer Liz Powell, Clerk Division Director Lamont Brooks, Industrial Relations Director Charlie Cash, Human Relations Director Daleo Freeman, Legislative Director Judy Beard, Organizing Director Anna Smith and Retirees Director, Nancy Olumekor. The training was focused on how to file grievances to save Clerk Craft work. The Clerk Craft NBAs were joined by Lamont Brooks as he addressed the Clerk Craft training session and updated the delegates on the current issues we are facing. We thank all of our National Officers who contributed to the success of our convention. 😊



# Getting Back to Basics

By- Mike Hetticher

As a National Business Agent I see hundreds of grievances come across my desk from many different Stewards and Locals covering numerous contractual violations. Not every grievance will be identical but should all have one thing in common. Documentation! Without the proper documentation your NBA's will have a tough time successfully arguing your case. If you're citing language from the LMOU, did you include it in the file? How about clock rings? Show us that someone didn't get paid higher level or was mandated for overtime or even bypassed for it. Is the overtime desired list in the file? What about copies of schedules? When dealing with discipline, is the investigative interview in the file? How about the actual discipline letter the employee received? Did you interview any witnesses? Are there witness statements in the file? Did you interview the Supervisor involved? It's not enough to make the argument without having the necessary documents to back it up. I think we get so focused on making the arguments and meeting the time limits that we skip over the basic necessities that are needed in the file. Your NBA's know what you are dealing out on the workroom floor. We realize you're fighting for time on the clock to do your grievances and meet your time limits. Do not hesitate to reach out to us so we can assist you with any questions or concerns you may have. We appreciate all you do for your membership!! 🍷





## Get Involved

-By Sonia Canchola

I have had so many conversations with people not only stewards but postal clerks alike. It is so important now more than ever to get involved in our Union. I know it sounds like rhetoric, but it is true. APWU is on a mission: Stand up for Dignity and Respect! On May 28, we had a rally in Pasadena where about 30 members (California State APWU, Greater LA Area Local & Retirees, San Fernando Area Local, Chatsworth Area Local, Pasadena Area Local and California Area Local) joined in sharing information to the public about how for too long the USPS leadership has failed in not only promoting but providing a healthy workplace environment. We are severely understaffed throughout our plants and stations. Retaining PSEs is almost impossible because of the abuse they must endure. Bullying and toxicity from management has created an unbearable place to work plus the morale is very low. You can make a difference by getting involved. Go to [APWU.org](http://APWU.org) and hit "campaign" then you will find the Dignity & Respect section. Scroll down and you can see "Every one of us can get involved" TAKE THE SURVEY and/or record a video. You can take the survey and make your voice heard. There is strength in numbers. Postal workers are like all workers. We deserve a job where we can show up put in our 8 hours (or more IF YOU WANT) but not be mandated to work over 8. Clock out and know we have done a great job and we are being appreciated. Toxic workplace should not be tolerated by anyone. If you see any bullying, harassment, unsafe conditions speak up. 🌟



## Supervisor Apprentice

By- Chuck Locke

The Postal Service has fought the Union tooth and nail on allowing Lead Clerks to actually perform the duties of their bids. Lead clerks can run the operation and do everything a supervisor can do except issue discipline and authorize overtime. Lead clerks are level 7 employees. So, in the Postal Services wisdom they are now introducing a new supervisor position called an EAS-16 Supervisor Apprentice. Why let a level 7 clerk do the work when you can pay someone level 16 to do the same thing. Then they wonder why the Postal Service is having financial problems? If an employee enters this program, they immediately lose their bid. If an employee fails to meet any of the requirements of the program, management must consult with local Labor Relations to determine the next step. Sounds like the Postal Service doesn't have a clue what will happen to you if you go down this treacherous trail and they decide you failed to meet their requirements. I didn't know there was any requirements to be a supervisor. ☹



## REMEDY

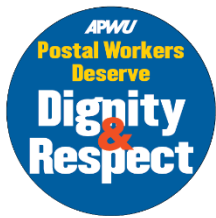
By- Mike Hetticher

What should I put as a remedy? This question gets asked a lot. The answer isn't always going to be the same. Who was harmed? Did it harm one individual or multiple? What effect did it have on the membership? Whatever your remedy is, make sure it is one you can explain and justify. There should be names and EIN's. Too many times a case comes before me that says to "pay all clerks affected". What clerks? Who are they? They need to be included in the file. This will help expedite the settlement. Otherwise, it must be sent back to the Local parties to take care of and we know how well local management follows through with things. They don't! Remember, the Union decides the remedy not Management. ☹

# 1260 Violations

By- Mike Hetticher

What is a 1260 violation? In Level 18 offices, Management is limited to no more than 15 hours a week of bargaining unit work. Anything more than that is a 1260 violation. I would suggest to all Locals to do a survey on your Level 18 offices. What time does the mail arrive? What time does the first person in the office arrive? When does the retail window open? Does the office close for lunch? What time does the last employee leave for the day? You can find out the operational hours of an office by asking these questions. For example, if there are 50 operational hours a week for a particular office and the Postmaster can work 15 of those hours contractually, then the clerk(s) should be working the remaining 35 hours. If they're not, then who is doing the work? Is the Postmaster not properly reporting? Is a carrier doing the work? It's vital that we capture every hour we can in these offices. Do not let these Postmasters take your work. They will constantly say the office doesn't earn that many hours. The APWU doesn't recognize earned hours, only actual hours. We can show the work is there for us to do but we must be vigilant and keep on top of the 1260 reports. Any Local that needs assistance with 1260 reporting, or misreporting, should get in touch with your NBA's so that we can assist you with what you'll need to file successful grievances and protect our membership. 🗨️



# Hostile and Abusive Management

By Chuck Locke

Hostile and abusive supervisors have been a problem in the Postal Service since I began my career over 36 years ago. The APWU has sent every member a Workplace Environment Survey requesting your feedback. It is imperative that everyone takes the time to fill out this survey and send it back. You can also fill out the survey on line. Make sure your coworkers fill out their survey also. If you don't fill out your survey, you have no right to complain about your abusive treatment. The Postal Service is aware of our survey and they will be watching how many we get back. If it is a small amount, the Postal Service will take the position that this supports that there is not a hostile working environment since very few employees complained. We all need to stand together to stop abusive management. This process begins with you filling out your survey! 🗨️





Continued from page 2 Don't want to abide by the Contract....

When you get it filled out, please do not give it to your supervisor. Those forms are to be kept under the strictest confidentiality. We know giving it to the supervisor will only end up on their desk for everyone to see. These forms must be sent to Human Resources Shared Service Center (HRSSC) contact information 1-877-477-3273 option 5. Your information is protected from local management. Just remember, if you call in under FMLA, make sure you notify them of your FMLA case number. If you are pending a case number, make sure you follow-up and get the information accordingly. Policies and procedures are set by the Service. Collectively, we can hold them accountable to abide by them. If they don't want to, maybe *THEY* need to look for a job without a contract. 🗨️

## Consolidations

By- Chuck Locke

The Postal Service has begun their consolidation plan to eliminate small offices and create super plants. This will result in excessing of clerks from their offices as well as the elimination of many career positions. The Postal Service is determined to cut work hours and eliminate positions with no consideration for actually delivering the mail in a timely manner. 🗨️



## Unemployment Benefits

By- Chuck Locke

**If you are a PTF or PSE and management has reduced your hours, you have a right to file for unemployment.** You don't have to be fired to collect unemployment benefits. A reduction in hours will qualify you for the benefits you deserve. Don't let management get away with reducing your hours and then not pay you for the benefits you earned. 🗨️