

Making the numbers is no excuse



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was violated and what remedy is proper for the specific management actions we are grieving (found in Article 15, Formal Step A Meeting Clause).

“The grievance procedure must be used to put a stop to the inappropriate behavior of those managers who violate your rights.”

In July, August and October of last year, my column addressed the process of gathering documentation to establish how we are being treated. I wrote about how to document the working conditions that plague us and how to keep an eye on each other, emphasizing the importance of providing evidence to establish the truth as to what happened.

In this column, I bring to your attention a few of the rules that you should be citing in grievances, if the rule is, in fact, violated.

The National Agreement brings certain handbooks (not all) into the contract, through Article 19. The following citations are from handbooks, which are enforceable through Article 19:

M-39, Section 115.4 Maintain Mutual Respect Atmosphere

The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management’s attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other’s rights and responsibilities.

M-39, Section 242.342 Fingering Mail

Fingering of mail between delivery points will be done only in accordance with Article 41, Section 3.I of the National Agreement.

Article 41-3-I

Carriers shall not finger mail when driving, or when walking up or down steps or curbs, when crossing streets, or at any time it would create a safety hazard to the carriers or the public...

Management likes to push you to do your job in less time, often at the expense of the rules that are there to protect you from injury.

ELM, Section 665.16 Behavior and Personal Habits

...Employees are expected to maintain harmonious working relationships and not to do anything that would contribute to an unpleasant working environment.

ELM, Section 665.24 Violent and/or Threatening Behavior

The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.

Joint Statement on Violence and Behavior in the Workplace (M-01242)—If any portion of the joint statement was violated by the behavior that we are objecting to, you need to identify which section was, in fact, violated and what behavior was in violation.

For example: If you are handling a grievance that involves a lack of dignity and respect, you would want to address the clauses of the joint statement that reflect this (“...We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness...”). Similarly, you might be handling a grievance that involves harassment, intimidation or threats, and you would address that clause (“...[T]here is no excuse for and will be no tolerance of harassment, intimidation, threats or bullying by anyone...”).

The grievance procedure must be used to put a stop to the inappropriate behavior of those managers who violate your rights mentioned in the above-cited rules. To those of you who have stepped forward to protest their action, we salute you for doing it the right way, the union way. Keep an eye on each other.