

NEWS JOURNAL

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Member - Government Employees Council, Washington, D. C.

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The Only Organization That Sincerely Represents The Mailhandler Craft

OCTOBER 1968

AARON PRESTON SPEAKS

In the August issue of the "News Journal" we cited reasons for the low morale in the Mail Handler craft within this office. One prime reason given was the deficiency of level 5 and 6 positions which could be valuable assets to the processing and moving of the mails here. Well, after constant consultation with the Postmaster on this matter we convinced him of the good it would be for this office, which included the morale of the Mail Handlers. The Postmaster did request some of these positions from the region (level 6). We were dismayed (PM and Local No. 10) when the reply from Philadelphia was negative due to certain actions by the department in Washington, D.C. Immediately we began to ascertain what was going on. As most of us know there is some strife in our national office and this is part of the reason for a holdup of Level 6 positions. It's not enough to disrupt our organization, but it is causing a slowdown of our progress. Much is being exposed about the operation of our National Office. This is the reason why the communications with them are very poor and what correspondence we have with them are incomplete. This signifies the need of assistance to the growing pains we are experiencing.

On April 18, 1968 we merged with the Laborers International Union of North America AFL-CIO (LIUNA). Although we were against it at first, we now see it was a much needed move for the better. LIUNA has and is still showing they can guide us to even greater heights, in a more organized and efficient manner. The publication of the "Mailhandlers Special" by LIUNA was the best and most informative newspaper we have received from Washington in years. It should prove to anyone who has hidden thoughts about us, that our union is and will always be the best for the Mail Handler Craft. LIUNA publications such as the one mentioned above will keep us accurately informed and in closer contact with the national scene.

However, this is only one phase of action the Big Ten must face daily. We still have many hampering and stubborn situations in this office. Such a situation is being brought out in the Executive Board report in this issue. Problems such

Executive Board Speaks

POSTMASTER VIOLATES LOCAL AGREEMENT

It appears that at the present time one of the Junior Mailhandlers of the Newark Post Office Installation has a death grip and a strangle hold on Management. Mr. Joe D. was placed on the Midnight tour (Tour I) but with the sanction of Management, he continued to work on the Afternoon Tour (Tour III) for over a year without being ordered to work his Bid. Nevertheless during this period of time many Mailhandlers of this fine establishment have been removed from the Newark Post Office Installation for Failure To Report As Scheduled and Failure To Meet The Minimum Requirements Of Position. At the present time Mr. Joe D. has a GENERAL MAILHANDLER DUTY BID in the MAILING DIVISION which further establishes the fact that his seniority is not high enough for him to secure a better position Anywhere in the Building. When a Mailhandler has a bid of this nature it automatically abolishes his right to a Preferred Assignment. Mr. Joe D. was granted a Leave of Absence due to Union Business which is perfectly Legal, but immediately upon his return to work a Senior Post Office Mailhandler was removed from a Preferred Assignment and Mr. Joe D. was placed in this Senior Mailhandlers job. Management was immediately confronted by this Organization (Local No. 10) concerning this Outright Violation of our Local Agreement and we found out that this Favorite Son is being Protected by the Powers that Be. Inasmuch as this is a Direct Violation of our Local Agreement between our POSTMASTER, it leaves no choice but to refer this Violation to HIGHER AUTHORITY and the DEPARTMENT. At present the very structure of SENIORITY

as this are meant to be undermining to our cause, but in time they won't exist. Your officers and representatives are continuously fighting obstacles such as this, to improve your recognition as an integral need within the Post Office Department. In time all efforts of the Big Ten will be rewarding and you, the members, will reap the benefits. So keep the faith!

is being Infringed upon and Tampered with Willfully by Management. It must be Remembered and never Forgotten by every Mailhandler in the Newark Post Office that your Seniority in the POSTAL SYSTEM is the only true right that you possess and that this is your very Existence and Being. If this right is ever Destroyed automatically all of your other rights immediately become invalid. Our Organization firmly believes that if the scales of Justice are to be Balanced in the Postal System then it is at this point that we find that they must not be Tampered with. This Executive Board is not afraid to stand up and be counted. Every Mailhandler will receive equal opportunity, equal justice and be able to work under Wholesome Conditions. We will fight the above problem with honest determination until it has been Eliminated.

GOLDEN OPPORTUNITY FOR MAILHANDLERS

Mail Handlers across the country are soon to be united under the banner of the only union that has shown it can truly represent mail handlers. We are talking about the National Association of Post Office Mail Handlers, which is now affiliated with the Laborers' International Union of North America, AFL-CIO.

Since the Mail Handlers union merged with the Laborers in April, Mail Handlers across the country have been joining their union in growing numbers. The reason is simple. The Mail Handlers union now has resources and staff to do the best job of representing mail handlers in the postal service.

In the past, the Mail Handlers' Union lacked the money and staff to organize the craft and represent the members. Those days are gone. By merging with the Laborers this means the Mail Handlers will be represented at the bargaining table in the post office by the largest union in

**NATIONAL ASSOCIATION OF
POST OFFICE MAIL HANDLERS
AND GROUP LEADERS
LOCAL NO. 10**

Post Office Box 1156
Newark, New Jersey 07101

Officers

Aaron Preston President
Nathaniel J. Smith Exec. V. Pres.
Nathaniel Simmons Chmn. Ex. Bd.
Daniel J. Williams

V. Pres., Belleville Annex
Sidney L. Williams Treasurer
George T. Townes Secy.
John G. Johnson Fin. Secy.
Roland Dunn Sergeant-at-Arms
Robert Congleton Hospital Rep.
William Schenck, Jr. Dir. of Edu.
James H. Smith

Nat. Vice Pres., Phila. Region
Robert A. Koontz
Chmn. Entertainment Committee
Layton Swinney
Chmn., Wel. Fund, Local 10
Alvin Branch

V. Pres., P.O. Wel. Fund
Larry Pendleton Pub. Relat. Dir.
Robert A. Koontz
Officer, P.O. Credit Com.

Trustees

Frederick Mitchell Main Office
Lynn Morse Main Office
Clyde Alston Belleville Annex
Alvin Ingram Main Office

Grievance Representatives

Miles Burford
Tour III, Platform, Main Office

Edward Brewer
Tour I, Platform, Main Office
Leon Thomas
Tour III, Mailing Division
(Split States) Main Office
David Mc Elwaine
Tour I, (Loose Pack) Mailing Division
Thomas A. Thomas
Tour I, Belleville Annex, Floor
Leroy Smith, Jr.
Tour I, Belleville Annex, Platform
Alvin Branch
Tour I, Platform Main Office
Robert A. Koontz
Tour II, Platform, Main Office
Arthur Hurd
Tour II, Belleville Annex, Floor
Michael Arrington
Tour III, Mailing Division
(Loose Pack) Main Office
Thomas Augustus, Jr.
Tour III, Mailing Division
Bernard Halloway
Tour III, Mailing Division
Layton Swinney
Tour III, Bullpen, Main Office
George Stelmachwitz
Tour III, Belleville Annex, Floor
Thomas Coleman
Tour III, Platform, Main Office
Carey Speller
Tour III, Platform, Main Office
Meyer Phillips
Tour III, Platform, Main Office
Amos Irving
Tour III Air Mail Field

Union Meetings

Third Sunday every month with the exception of July, August and December at the Globetrotters Civic & Social Club, 59 Lincoln Park, Newark, New Jersey.

Refreshments Served
All Mail Handlers Are Invited

the postal service. Laborers are far larger (550,000) and far stronger than any other union in the postal service or the Federal government.

The laborers are one of the most progressive and far sighted unions in the labor movement today. LIUNA's ambitious organizing program among the blue collar government workers has won it the respect of public employees throughout the country.

The laborers represent thousands of blue collar wage board employees of the Federal government and regularly testifies before Congress and numerous federal agencies on improvements these workers need and want. Many of these are the same as have been sought for years by Mail Handlers and other postal workers.

The Laborers are one of the more militant unions in the public employment field. Their ambitious organizing program

and their hard line at the bargaining table have won many of their members tremendous benefits never before shared by public employees. Mail Handlers are now on the verge of a golden era of development and progress.

What does this mean to the average Mail Handler? It means all Mail Handlers are united under the only union that demonstrated its understanding and ability to represent Mail Handlers. From this added strength Mail Handlers will have more strength at the local and national level to negotiate and represent the interests of their membership.

But it means most importantly many new benefits for Mail Handlers. No longer will clerks continue to perform Mail Handlers work at a higher pay. No longer will Mail Handlers be passed by on promotions and training opportunities, no longer will Mail Handlers be relegated to second-class citizenship in post offices of this land.

These are the kind of things that are coming to an end because the National Association of Post Office Mail Handlers affiliated with the Laborers' International Union is now the strongest and most influential union in the Federal and postal service.

**HOSPITALIZATION
By ROBERT CONGLETON
Representative**

After many meetings and deliberations with the Civil Service Commission and our Administrators I am pleased to announce the following increases and perfections in the Mail Handlers Benefit Plan which will become effective on Jan. 1, 1969.

High and Low Option

Medical Expense Benefits—The exclusion of Doctor's visits for allergy shots and injections supplementing bodily deficiencies is removed.

Hospital Out-Patient Expenses—Out patient expenses will now be paid for emergency first aid treatment within 72 hours of a sickness as well as accident. Heretofor, sickness was excluded from payment for out patient expenses.

Registered Nurse—The deductible of \$50.00 is reduced to \$20.00 and the daily allowance for nurse service is increased from \$18.00 to \$20.00.

Diagnostic X Ray and Laboratory Procedure—The Maximum allowance of \$100.00 for 12 month period is increased to \$125.00.

Maternity Benefits—The maximum allowance for normal delivery or miscarriage is increased from \$300.00 to \$400.00.

Surgical Benefits—The surgical schedule is changed to a more liberal and equitable schedule and the maximum allowance of \$500.00 is increased to \$600.00.

In addition to the increases and perfections mentioned, please be advised that no changes or reductions were made in any other benefits.

I know that you will agree with me that this is the best Health Benefits Plan available.

Remember you must be a member or associate member of our union to reap these benefits.

Recently, our plan had occasion to pay the sum of \$12,221 for a brother's wife in Hollis, N.Y. While this is an unusual payment our plan has paid many claims in the thousands of dollars.

| No. 451 | |
|-------------------------|--------|
| Self only (High Option) | \$3.53 |
| Increase with Benefits | .26 |
| Total | \$3.79 |

| | |
|-------------------------------|---------|
| No. 452 | |
| Self and Family (High Option) | \$9.51 |
| Increase with Benefits | 1.55 |
| Total | \$11.06 |

| | |
|------------------------|--------|
| No. 454 | |
| Self only (Low Option) | \$2.15 |
| Increase with Benefits | .19 |
| Total | \$2.34 |

| | |
|------------------------------|--------|
| No. 455 | |
| Self and Family (Low Option) | \$6.51 |
| Increase with Benefits | .53 |
| Total | \$7.04 |

Remember, High Option covers the Dental Plan in addition to your medical coverage. These are plan numbers 451 and 452.

REGIONAL DIRECTOR'S MESSAGE

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

1. Policy

As a matter of employment policy, the Post Office Department is committed to carrying out all provisions of the Equal Employment Opportunity Program as set forth in Executive Orders 11246 and 11375 and persons without discrimination because of race, color, religion, sex or national origin.

II. Objectives

A. To provide better opportunity for all employees, specifically including females and members of racial minorities, to improve their performance and to enable their advancement to higher level assignments.

B. To develop and to project an immediate and a long-range program designed to aid the disadvantaged, to attract minority persons and others who are under-employed or unemployed.

C. To train and counsel all supervisors at all installations periodically in methods whereby all employees regardless of race or sex may regard themselves as a part of the common team.

D. To re-examine individual attainments and potentials to determine the extent to which present employees, by tradition, may have been the victims of under-utilization.

E. To make known to all women and minority employees the training and job opportunities available to them.

F. To improve channels of communication with all employee organizations to solicit their cooperation, particularly in providing minority group members and women with information regarding opportunities for development and promotions.

III. Leadership

A. Deputy Equal Employment Opportunity Officer—Phila. Postal Region: The Regional Director has been designated Deputy EEO Officer for the Philadelphia Postal Region.

B. Deputy Equal Employment Opportunity Officer—The Postmaster is designated Deputy EEO Officer for his installation.

C. Equal Employment Opportunity Administration Officer — Phila. Postal Region: The Special Assistant to the Regional Director (E.S. Appel) is designated Regional E.E.O. Administrative Officer.

HARD LOOK NEEDED ON POSTAL CORPORATION

Mailhandler Craft

A presidential commission has proposed turning over the postal service to a government-owned corporation and has recommended a broad range of actions to improve efficiency, reduce costs, improve working conditions and provide more meaningful collective bargaining.

We were dismayed (PM and Local No. 10) when the reply from Philadelphia was negative due to certain actions American Telephone & Telegraph Co. The proposal for transforming the Cabinet department into a semi-autonomous corporation had originally been advanced by former Postmaster Gen. Lawrence F. O'Brien.

AFL-CIO Pres. George Meany, a member of the commission, expressed reservations about the proposed change of status.

"I agree with the goal of modernizing the postal system and improving working conditions and job opportunities for its employees," Meany said. "However, the status of the Post Office as a Cabinet department has a positive value that should not be discarded lightly."

While the commission's proposals would broaden the scope of collective bargaining to include wage rates—now set by Congress—employees would not be permitted to strike and disputes would be submitted either to voluntary arbitration or decision of the President.

The principal postal unions—the Letter Carriers and the Postal Clerks—both expressed opposition to key portions of the plan, including removal of Congress from the wage-setting procedure when workers would not have the rights held by unions in private industry.

Pres. Johnson described the commis-

sion's report as "a sobering judgment on what is required to provide for excellence in postal service."

He did not comment directly on the commission majority's recommendations, saying merely that he has asked the postmaster general and the budget director "to review the report carefully and report to me."

Congressional leaders likewise took a cautious attitude to the report, praising its analysis of postal problems but reserving judgment on its conclusions.

SICK LEAVE POLICY

Would you buy a HEALTH INSURANCE POLICY with the following benefits:

Pays up to \$99.51 per week (based on years of creditable service). Offers job protection for the duration of your illness; or in certain cases provides for disability retirement.

YOU can purchase such complete coverage at commercial rates for approximately TWO HUNDRED AND NINETEEN DOLLARS (\$219.00) per year!

BUT—under your present SICK LEAVE LAW—

YOU get coverage that provides all these services and more.

YOU get coverage that provides 13 working days per year of full-salary protection.

YOU can allow these 13 days per year to accumulate indefinitely for the duration of your service.

YOU can get advance sick leave when required in cases of serious disability or prolonged illness.

YOU GET ALL THIS FREE!

This FREE coverage accumulates and grows as long as YOU permit it,

HOWEVER, if YOU use up the benefits of this policy for: PAYDAY SICKNESS, A BALL GAME, A TELEVISION SHOW, A CHAMPIONSHIP FIGHT, A DANCE or JUST PLAIN LAZY, THEN, the amount of your protection is dangerously reduced—so that when:

YOUR health requires attention

YOUR family has to be fed

YOUR landlord wants his dough

YOUR car payments are due

YOU find ind to your sorrow— that your SICK LEAVE POLICY benefits are greatly reduced. PROTECT YOUR POLICY!

"They who educate children well, are more to be honored than they who produce them; for these only gave them life, those the art of living well."

Agreement By Postmaster General W. MARVIN WATSON

The Post Office Department and its employee organizations have resolved all key differences involving negotiability which has held up the signing of more than 1,200 post office labor contracts.

Thirty-three major issues were settled after a conference in which Mr. Watson met personally with chief spokesman for the seven exclusive employee organizations, representing more than 600,000 postal workers.

Thru the sincere efforts of the 7 exclusive organizations are a further demonstration of the strength and integrity of the postal labor-management program, mutual agreement and understanding has been reached at the national level on key positions of dispute.

I feel certain that post office matters can be cleared up expeditiously and that we will soon achieve a settlement all over the nation which will be in the best interest of the postal service and the postal employees. The settlement means that local post offices contracts should be concluded within the next few weeks.

The Postmaster General, has in effect, extended the deadline by directing postmasters in certain offices without new agreements to observe provisions of previous contracts until October 1, 1968.

Now, affected local bargaining teams are being instructed to re-examine all questions of non-negotiability which had been referred to higher level for settlement. The local parties are to adjudge each issue suitable for bargaining or not suitable, in accord with the terms of the national settlement, and they are to take any necessary action, including further negotiations, to resolve any remaining differences. A rule which had limited such supplementary bargaining to one day will be suspended, and the sides will be authorized to devote "a reasonable time" to the conclusion of negotiations.

Local actions are to be guided by the following policy statements issued by the Postmaster General in the interests of fostering "sound labor-management relations at the post office level":

"It is the policy of the Postmaster General to provide employees and their designated representatives at all levels an opportunity for greater participation in the formulation and implementation of policies and procedures affecting the conditions of their employment.

"It is the policy of the Postmaster General to authorize local negotiations on personnel policies, practices and working conditions provided proposals are not in conflict with law, regulations, Executive Order 10988 and the National Agreement."

Issues which were settled at the

national level involve union rights, holiday assignments, details to other duties, assignments if substitute employees, assignment of ill or injured employees and similar matters of local concern.

This important information enclosed should become a part of your book of "Excerpts and interpretations of the National Agreement for the Mail Handler Craft only."

LOCAL NEGOTIATIONS

In order to resolve problems that have developed in local negotiations and to foster sound labor-management relations at the post office level, the following policies are stated:

1. It is the policy of the Postmaster General to provide employees and their designated representatives at all levels an opportunity for greater participation in the formulation and implementation of policies and procedures affecting the conditions of their employment.

2. It is the policy of the Postmaster General to authorize local negotiations on personnel policies, practices and working conditions provided proposals are not in conflict with law, regulations, Executive Order 10988 and the National Agreement.

Accordingly, representatives of the National Exclusive Organizations and the Department have considered those matters concerning personnel policies, practices and working conditions which have resulted in disagreement in the conduct of local negotiations under the terms of the National Agreement.

If it is determined in accordance with these agreements that negotiations are in order, a reasonable period of time, as necessary, will be permitted beyond the one day limitation in Article VII, A, 16, c.

Such negotiations must be conducted in good faith by both parties; however, agreement is not in not required. If, despite honest and diligent efforts agreement cannot be reached, impasses should be reported to higher level per Article VII, A, 18.

Those matters upon which mutual agreement and understanding were reached by representatives of the National Exclusive Organizations and the Department are:

1. SUPERVISORS PERFORMING LOWER LEVEL WORK—This is non-negotiable per Memo of Intent signed by the national parties July 29, 1966 which reads as follows:

"The subject matter of Proposal 32-A 'Supervisors Performing Work Under the Jurisdiction of Another Craft' is not negotiable. However it is against the policy of the Department to permit supervisors to perform lower level work especially in the large post offices where higher level duties can be performed on a

full-time basis. In small and medium size offices it is necessary to require such employees to perform lower level work."

"It is the intention of the Department to observe the above policy and any reported infractions will be corrected."

This will be placed in the Postal Manual as a permanent statement of Departmental Policy.

2. TRAINING—This is non-negotiable per Memo of Understanding reached by the national parties April 30, 1964, which provides for a permanent Subcommittee on Training to the National Labor-Management Committee. This Committee has promulgated comprehensive orientation and skills training programs for craft employees which are currently being implemented in the field.

3. SCHEMES—Certain aspects are negotiable, while other aspects are non-negotiable. This should be determined locally. However, the Department re-emphasizes the role and responsibility of local scheme committees and directs that the local parties make maximum use of these committees to formulate policies and practices beneficial to both employees and the postal service. Management's representation on local scheme committees will be reduced by one, thereby establishing equal labor-management representation. The Postal Manual will be amended accordingly, but this change in representation should be accomplished immediately.

4. OVERTIME ON VOLUNTARY BASIS AND SPECIFIC AMOUNT OF TIME FOR NOTIFICATION OF OVERTIME—This is non-negotiable per law and Article XV, F, 1 and F, 4 of the National Agreement. However, Department policy concerning a specific definition of what is meant by "as much advance notice as possible," will be determined by the National Labor-Management Committee.

5. ASSIGNMENT OF SUBSTITUTES—The application of seniority to the assignment of substitutes is negotiable provided the efficiency of the service is not impaired, no additional cost are incurred, and there is no conflict with law, regulation or the National Agreement.

6. MOVEMENT OF EMPLOYEES—Movement of personnel during a tour and/or within a bid assignment is management's right. However a method for accomplishing such movement is negotiable provided the efficiency of the service is not impaired, no additional costs are incurred and there is no conflict with law, regulation or the National Agreement.

7. REPEATING, REWORDING, OR PARAPHRASING THE NATIONAL AGREEMENT—This is non-negotiable per Article VII, A, 13, c of the National Agreement.

8. PATRON COMPLAINTS—Action must be taken on all patron complaints

signed or unsigned per Part 313 of the Postal Manual. However it is not Department policy to instigate disciplinary action on unsubstantiated complaints. Appropriate language on this matter will be worked out by the National Labor-Management Committee.

9. TRIAL PERIODS FOR SUCCESSFUL BIDDERS WITH GUARANTEED RETREAT RIGHTS—Trial periods with guaranteed right to return to former assignment are non-negotiable per Article XXII of the National Agreement. However, a local agreement may provide that the successful bidder will be placed in his new assignment before his old assignment is posted.

10. REGULATIONS IN HANDBOOK M-39, INCLUDING ROUTE INSPECTIONS, ADJUSTMENTS, AND STREET OBSERVATION—These are negotiable providing there is no conflict with existing law, regulations or the National Agreement and providing further, that the language in M-39 is not altered (not amended, added to, or restricted).

11. UNION RIGHTS—The extension of union rights locally in not negotiable per Article VII, A, 13 which provides that Article IV, Organizational Rights, is not subject to local negotiations. However, the parties agree the fostering of sound labor-management relations requires positive action at the local level to clarify union rights. Therefore, the Department encourages the local parties to work out memoranda of understanding at Labor-Management meetings covering but not restricted to such matters as use of public address systems; station visits by union representatives (off-the-clock); use of telephone; the scheduling by management of station level meetings to resolve differences between labor and management; union representation on committees (provided not already covered in the National Agreement and provided there is no conflict with law, regulation or the National Agreement); and parking for union representatives attending Labor-Management meetings or handling grievances, per Article IX of the National Agreement.

12. AUXILIARY ASSISTANCE FOR CARRIERS—This is non-negotiable because Handbook M-39 (121.44) directs the supervisor to provide overtime or auxiliary assistance in the field or in the office, whichever is the most economical and beneficial to the Service under the individual circumstances involved.

13. DETAILS (HIGHER LEVEL, LATERAL FILLED BY SENIOR QUALIFIED EMPLOYEE)—This is non-negotiable in regards to higher level details since method of selection is provided in Article XIV, C, 3, 4, and 5 of the National Agreement. Insofar as lateral details are concerned, method of selection is negotiable provided the efficiency of the service is not impaired, no additional costs are

incurred, and there is no conflict with law, regulation or the National Agreement.

14. ROTATION OF STANDUP OR HEAVY DUTY ASSIGNMENTS—Method of selection is negotiable provided the efficiency of the service is not impaired, no additional costs are incurred and there is no conflict with law, regulation or the National Agreement.

15. PREFERENCE FOR CAREER SUBSTITUTES OVER TEMPORARY SUBSTITUTES—This is non-negotiable because it repeats Article XV, C, 2, b of the National Agreement.

16. NOTIFICATION TO UNION OF PROPOSED DISCIPLINARY ACTION—This is non-negotiable because it infringes upon employee rights to privacy guaranteed by Executive Order 10988 and Article V of the National Agreement.

17. ASSIGNMENT OF ILL AND INJURED EMPLOYEES—This subject is fully covered in Article XIII of the National Agreement which protects the rights of career regular and substitute employees who through illness or injury are unable to perform their regular assigned Duties; therefore this matter is not further negotiable locally other than as directed in Article XIII.

18. NUMBER OF EMPLOYEES OFF DURING CHOICE VACATION PERIOD—This is non-negotiable per Article XVI, C, 3, b of the National Agreement.

19. VEHICLE ASSIGNMENT BY SENIORITY—This is non-negotiable because assignment of vehicles should be according to the requirement of the route and the type of vehicles available rather than the individual's seniority.

20. DECLINING USE OF "UNSAFE VEHICLES"—This is non-negotiable. However, the Department does not condone supervisors ordering employees to perform duties or functions that are in violation of Federal laws, postal regulations, or which may constitute a health or safety hazard to themselves or to others (see Article XV, D, 6). Furthermore, Department policy as stated in Postal Bulletin No. 20596, June 29, 1967, Item 1, page 3, is as follows:

"Handbooks S-11 (sec. 432) and S-14 (sec. 270) require initials of dispatcher or supervisor on Form 4565, Repair Tag, but it is not the responsibility of the vehicle operator to see that the tag is initialed.

Vehicle drivers shall perform all duties and assignments as ordered by their supervisors. In the event an operator believes a vehicle he is ordered to drive has a defect which renders it unsafe, he may seek a remedy in accordance with the provisions of article IX, POD Publication 53.

"When a defect involving safety in the operation of a vehicle is reported on Form 4565, Repair Tag, immediate inves-

tigation shall be made by the responsible supervisor and if the defect is considered hazardous, it shall be corrected or the vehicle removed from service until corrective action is taken.

"Careful judgement on the part of supervisor must be exercised in making a determination as to the safety of the vehicle.

"When Forms 4565 are submitted to a supervisor he shall review promptly and see that corrective action is taken as soon as practicable."

This policy was further clarified in Postal Bulletin No. 20613, October 19, 1967, page 3 as follows:

"Whenever a postal driver notes any defect in his assigned vehicle, either during his expanded vehicle safety check or any other time, he must complete Form 4565, Repair Tag, initial in the appropriate box, and deliver to his dispatcher or other appropriate supervisor.

"Any supervisor receiving a Repair Tag, Form 4565, from a driver will initial all three copies of Form 4565 and return the second copy to the driver for his records. The third copy will be attached to Form 4570, Government-Owned Vehicle Time Record. The original will be immediately transmitted to the designated supervisor or employee who is responsible for the repair of the vehicle for necessary action.

"When a defect to a contract vehicle is noted, prepare Form 4563, Hired Vehicle Repairs Needed, in accordance with instructions on the back of the form.

"The above instructions implement item (1) of the monthly labor-management meeting minutes on page 3, of Postal Bulletin 20596 of June 29, 1967."

21. USE OF POST OFFICE TELEPHONE AND OTHER ON-THE-CLOCK TIME TO PREPARE GRIEVANCE—This is non-negotiable per Article IX, D, 1, and J, 1 of the National Agreement which provide official time only to present grievances. (Article X, E, 4, c and X, E, 5 provide official time for preparation of presentation in adverse action hearings.)

22. CONSULTATION RATHER THAN EXCHANGE OF INFORMATION ON CHANGES IN DUTY ASSIGNMENT AND/OR COMPLEMENT—This is non-negotiable per Article III, 3 of the National Agreement. However, specific definition of what is meant by exchange of information "as far in advance as possible" will be worked out by the National Labor-Management Committee.

23. FACILITIES FOR UNION MEETINGS—Criteria has been established by the Civil Service Commission and stated in Part 741.72 of the Postal Manual. It would be within the administrative discretion of the postmaster to negotiate for the use of facilities for union meetings if these criteria are met.

24. METHOD OF SELECTING ACTION SUPERVISORS—This is non-ne-

gotiable because it is covered in Article XIV, C, 5 of the National Agreement.

25. **HOLIDAY ASSIGNMENT**—The amount of advance notice and the method of selecting regular or substitute employees after management has determined the required number of such assignments is negotiable.

26. **FURNISHING COPIES OF POSITION DESCRIPTIONS AND QUALIFICATION STANDARDS**—This is non-negotiable because it is already required by Article XVIII, C of the National Agreement. Furnishing copies of duty assignments is required by Article XXII, B (Sections I, II, III).

27. **POSTING OF SUPERVISORY ELIGIBLE REGISTERS**—This is negotiable.

28. **LOCAL IMPLEMENTATION OF ARTICLE VIII, POLICY ON DISCIPLINE**—Proposals in this area will be considered on an individual basis with the determining factor being whether they are in conflict with law, regulations, Executive Order 10988 and the National Agreement.

29. **METHOD FOR REQUESTING LEAVE FOR UNION OFFICIALS OR MEMBERS TO PERFORM NECESSARY UNION BUSINESS AND/OR ATTEND MEETINGS**—This is negotiable insofar as annual leave without pay is concerned within the framework of existing law, regulations and the National Agreement.

30. **FURNISHING COPIES OF REGIONAL BULLETINS OR LOCAL BULLETINS TO UNION REPRESENTATIVES**—This is non-negotiable because it is covered in Article IV, D, 1 b of the National Agreement. The Department has no objection to the furnishing of regional and local bulletins to union representatives. Local implementation may be worked out at Labor-Management meetings (see No.11).

31. **USE AND ASSIGNMENT OF REST BARS**—This is negotiable within the framework of Part 333.314b of the Postal Manual.

32. **DISTRIBUTION OF LITERATURE**—This is non-negotiable because it is covered in Article IV, F of the National Agreement. However, local implementation may be worked out at Labor-Management meetings (see No.11).

33. **RETENTION AND SECURITY OF FIXED CREDITS**—This is non-negotiable locally. This matter is presently being considered by a sub-committee of the National Labor-Management Committee.

Each person is as different as a blade of Grass
And through the doors of life when he Pass
He sets his aims on material Goals
But most die as miserable Souls.

HOW IS YOUR CREDIT UNION?

By **ROBERT A. KOONTZ**
Officer, Post office Credit Comm.

It is time we stopped criticizing our Credit Union and started doing something constructive about it. If you are a member, you could at least come to one meeting a year; the Election Meeting in January. At this meeting, you can put the persons in office who will best serve you and the Credit Union.

The (9) nine Board of Directors are the officers who make the rules and regulations, some of which we know are very poor. Maybe it's time some of the Directors were changed.

If you are not a member, join now and tell all your brothers and sisters to join. Remember, you have to be a member for two months before you can vote in elections—SO JOIN NOW!

TOUR 3 SPEAKS

By **BERNARD HOLLOWAY**
Grievance Representative

It goes on and on—The Mailing Division of the Newark Post Office can very well be called a "Little Saigon" or any other popular battlefield that is exploited by the front pages of our national papers. The battle is intensive and daily without letup. The counterparts here are Higher Level Management vs. Local No. 10.

A total frontal assault has been implemented against the Mailhandlers; and any gains they have made in the past year must be wiped out. The big guns and the best "brains" are being used to stop the threat of this very small but effective group of dedicated leaders. The High Command has repeatedly used "pressure" tactics on certain leaders of Local No. 10 which have been recorded and documented for the biggest battle which is yet to come.

"Search and Destroy" missions are used where the beleaguered Mailhandlers hold "preferred assignments." The "special assault team"—(non-craft employees) who, up to date, represents the Postmaster's most effective offense, pull nightly raids on Mailhandler positions. Our leaders are constantly seeking a defense against these seemingly overwhelming odds. "Established bids" are threatened to be either set back or taken away if certain demands are not being met. Simultaneously, the deliberate misinterpretation and total disregard of the Local agreement, are daily displayed by the forces representing the Postmaster. Even when agreement is trying to be met, stalling tactics are being used.

One effective example is to temporarily install what they hope are "lackey" type employees as "Boss" to cause fur-

ther disruption. This old "Plantation trick" is constantly being implemented in certain areas of the Mailing Division where there are appropriate bids, other than "General."

As in every battle there are always some defectors, and in the case of one of our group leaders in the culling and facing area, the customary "thirty pieces of silver" are not involved, but as a leader, his loyalty to the craft is. This particular area represents a very valuable piece of "real estate" to the Mailhandler craft, and therefore becomes a prime target for "Operation Confusion." Not only are the "higher level" jobs that were won in this area at stake, but the entire total "preferred assignments" won in this area.

Managements aim seems to be hell-bent on bringing about a total retrogression. The winning of the exclusive by Local No. 10 seems to be a bitter pill for some to swallow, and I quote words from one of our top foreman of mails—"Why should we have to submit to them, I just can't understand it." What he really couldn't understand was his biased state of mind, which is constantly being reflected in every "act" committed against the Local's quest for "Justice" among and for its craft employees throughout the entire office.

GRIEVANCE PROCEDURE

By **BILL SCHENCK**, Director of Education

An Individual's Right to be Represented

An employee has the right to select whomever he desires to represent him at each level of the grievance procedure. In the event that the person selected at the various levels is someone other than a representative of the exclusive organization, the exclusive organization at that level has a right to be present.

When an employee requests an organization rather than an individual to represent him in a grievance procedure, management will recognize the President of that organization as the representative, unless that official designates another organization representative.

Right of Organization with Exclusive Rights

The exclusive organization at each level has the following rights in grievance matters processed at that level:

1. To be notified of the time and place of the proceedings at each step of the grievance beginning with discussion with the head of the installation or designee.

2. To be present at all steps of the grievance procedure. (No right to be present at the initial contact with supervisor unless the aggrieved has so requested.)

3. The organization, if any, with

exclusive recognition at the level where the grievance is being processed shall be furnished with a copy of the written decision and summary, at any step at which a written decision and/or summary is involved.

4. If not the designated representative of the grievant, shall have an opportunity to state the exclusive organization's position on the grievance. This right shall be exercised only once, at each step, and shall follow the presentation made by the employee and/or his representative.

Installation Head Decision

Within five (5) working days from the receipt of the written appeal, the installation head shall render a written, dated decision to the grievant and submit a copy to the employee's representative, if any. The letter of decision shall indicate as clearly as is practicable, without a detailed analysis, the basis for the action taken and must advise the employee of his right to appeal, including the right to a hearing. The installation head shall establish an official grievance file for use in the event of a further appeal.

Appeal from the Installation Head's Decision

If the aggrieved employee desires to appeal the decision of the head of the installation, but does not desire a hearing, he shall appeal within five (5) working days after the receipt of the decision in writing to the second level of appeal. A copy of the appeal to the second level shall be furnished to the installation head, who shall forward the entire grievance file to the second level of appeal along with his answer to the grievance.

The installation head's answer should indicate as clearly as practicable the basis for the action taken, a copy of which shall be sent to the grievant. The grievant may within five (5) working days after receipt of the installation head's answer, file exceptions to the regional director. The grievant's exception will become a part of the grievance file and must be considered by the regional director in arriving at a decision.

The appeal shall contain the following information.

1. Title and grade level of grievant.
2. Nature of grievance.
3. Corrective action requested and reasons.
4. Summary of efforts made to resolve grievance informally.
5. Name of designated representative (individual or organization).
6. Decision of the installation head.
7. Any additional information pertinent to the grievance.
8. A request for informal discussion if such is desired.



TOUGH SLEDDING ON CAPITOL HILL

Labor's Friends Need Help

Labor's friends in Congress need more help than ever this year to win re-election to their seats in Congress.

The reason is that anti-labor forces have laid the groundwork for more than a year to capture control of the Congress in the 1968 elections and deal a set-back to labor and other progressive efforts.

The record of the Congress so far in 1968 is a good indication of what is ahead if anti-labor forces are allowed to win control of both Houses.

The prospects for Federal employee legislation in this session of Congress are dim. The main reason is money. Congress and the Federal government are feeling the pinch.

The retirement bill pending before the Congress has been held up because of the money squeeze. It would give retirement credit for unused sick leave, base annuities and deductions on gross earnings, raise agency and employee contributions to the retirement fund, cut from five years to three the period for computing annuities and alleviate the unfunded liability of the retirement system.

Another bill of great importance to Federal employees is the one that would write into law a labor-management program for the Federal government.

Typical of some anti-labor sentiment in this Congress, this bill has little chance of passage because many fear strong opposition from the House floor.

PERFORMANCE TYPE AWARDS

By James J. Doherty, Regional Director

It has come to my attention that performance evaluations are not being uniformly applied to all employees. This has resulted in unfair denial of an employee's right to an opportunity to be considered for a superior accomplishment award or quality step increase (Part 774 contains procedures on sustained performance awards).

All postmasters and supervisors are urged to review Parts 715 and 774 of the Postal Manual for guidance on established performance standards and award criteria.

Postmasters and supervisors must be prudent in recommending quality step increases (or other awards), making nominations only when fully justified on the basis of results that can be identified, described and understood—both by the individual concerned and his peers; and guard against charges of favoritism BY NOT GRANTING RECOGNITION ON SUBJECTIVE OR PERSONALITY FACTORS.

A superior should never promise an award to a subordinate. Many supervisors have been embarrassed by making promises to employees before making an element by element appraisal of the employee's performance. Supervisors must be constantly aware of the "Halo" tendency (i.e., allowing one quality to color the entire appraisal or to make all qualities fit a general impression). Awards generally prove more effective when they come as a pleasant surprise to the individual. Telling individuals beforehand that they are going to be nominated—especially if it is disapproved by higher authority—tends to reduce the effectiveness of the employee.

Far too many supervisors frequently complain that they do not know how to prepare an award justification or that the preparation of a justification requires too much time. In effect, they admit many deserving employees go unrecognized. Justifications need not be complicated or verbose. Brief descriptions of FACTS that a reasonable person can understand and judge for significance are fully adequate. The processing requirements for quality step increases (and other incentive awards for that matter) are logical, simple and straightforward.

The final value of an award lies in the productivity it supports.

Local No. 10 is reminding all Superintendents to cooperate in the Incentive Awards program, and by all means get all write-ups to the committee fast.

OFFICIAL PERSONNEL FOLDERS

Official Personnel Folders of postal employees must contain accurate and

complete records of postal employees.

Postal Manual, Part 782, contains instructions for maintaining these folders in an acceptable condition.

Periodic reviews should be made of Official Personnel Folders, by designated employees, to assure satisfactory maintenance of these critical records.

Should the eligibility for and entitlement to many employee benefits not be clearly established according to documentation in Official Personnel Folders, many difficult and even sad results can arise, particularly at retirement.

An employee's full rights must be carefully protected by a responsible postmaster's or installation head's careful selection of competent employees to perform these duties.

Official Personnel Folders are the property of the Civil Service Commission, entrusted to the custody of the Postal Service for the period of an employee's postal employment.

In view of the degree of responsibility involved, you are urged to take time and care to protect each employee.

MAIL HANDLERS TO MOVE TO LIUNA HEADQUARTERS

Offices of the Mail Handlers union will soon move to the Moreschi building in Washinton, D.C., the International headquarters for the Laborers' International Union of North America.

The Laborers own their own building—a handsome 8-story structure at 16th and I streets, N.W. in Washington—and occupy a large part of the structure. The rest is leased to other tenants.

The Laborers headquarters is one of the most centrally located structures in the city, being only two blocks from the White House and only a few blocks further from the Capitol.

At the last Board meeting of the Mail Handlers Executive Board, the Board voted to move the Mail Handlers offices into the Moreschi building as soon as possible.

The move will make it much easier for Mail Handlers and Laborers officials to work together on proposed organizing campaigns, preparing testimony before Congressional committees and other joint efforts.

The Moreschi building houses all International Union departments and headquarters personnel. These include full-time staff departments in organizing, law, research, education, training, legislation, political action, public relation and publications, health and welfare, pensions and many more.

The 8-story structure was built by the Laborers in 1960 and is a source of great pride throughout the union.

MORE OVERTIME AT XMAS

Postmaster General Marvin Watson has announced that more overtime will be in

store this Christmas for career postal employees.

Watson announced that temporary Christmas employees will be slashed by 75,000 this year. A total of only 50,000 will be hired this year.

The decision was directly in line with the requests of many unions including the National Association of Post Office Mail Handlers for more work at Christmas by career postal employees.

Watson said the decision was not made for economy reasons. The overtime pay will amount to as much as the additional employees would have cost the P.O. Department.

AFL-CIO GIVES FINAL APPROVAL TO MERGER

The AFL-CIO Executive Council has approved the merger of the National Association of Post Office Mail Handlers with the Laborers' International Union.

AFL-CIO PRESIDENT George Meany informed LIUNA General President Jos. V. Morechi that the merger was given final approval at the May meeting of the Executive Council.

The action by the AFL-CIO Executive Council approving the merger was the final step in the Mail Handlers becoming a craft division of LIUNA. In approving the merger, the AFL-CIO Executive Council noted that the mail handlers delegates approved the merger in a special merger convention of April 19-20, Boston, Mass.

The merger agreement went into effect immediately on ratification by the delegates. AFL-CIO President Meany said the jurisdiction grant of the National Association of Post Office Mail Handlers, as recognized by the AFL-CIO, is now part of the jurisdiction grant of the Laborers' International Union.

President Meany has always strongly urged small unions to amalgamate with larger unions for the benefit of their membership. He endorsed the Mail Handlers-Laborers merger before the convention in Boston believing that such a merger would bring great benefits to Mail Handlers.

The AFL-CIO Secretary-Treasurer William F. Schnitzler spoke to Mail Handler delegates at the merger convention urging them to ratify the merger agreement with the Laborers.

OVERTIME—GENERAL POLICY

All employees may be required to work overtime whenever necessary. To assure that all employees are treated fairly in the administration of this requirement Postmasters shall advise all employees in writing that they may be required to work overtime unless they specifically request in writing that they be exempted. Those employees who wish to be exempted from overtime work must state their reasons for requesting exemption. Postmasters shall carefully consider each request on it's merits and advise the

employee of his decision. It is expected that the welfare and health of the employees shall be the determining factors in granting exemptions.

The decision on "Area Maintenance Specialist" SP 6-78-PFS-7 "Area Maintenance Technician" SP 6-77 PFS-8, Non-craft is open to the best qualified employee office wide, regardless of craft.

The first bill that Congressman Dominick V. Daniels (N.J.) will introduce in the next session of the Congress will be for the Government to pick up the full cost of employees health benefit premiums.

The Civil Service Commissioner, Mr. Ludwig J. Andolsek, has announced that the Commission is studying a plan to combine classification, downgrading, disability retirement, suitability and promotion appeals, under one procedure and introduce third party investigations and hearings in radical or religious discrimination cases,

The Post Office Department has directed all Postmasters and Postal Officials that they will be responsible for informing all their employees about being excused for Registering and Voting, as stated in the Postal Manual 721-926.

The House Of Representatives voted approval of the "Daniels Bill", which will strengthen the financing of our Civil Service Retirement System, and hopefully prevent our Retirement System from going into Bankruptcy by 1987. The Bill provides for the Treasury to start paying 10% of the interest on the Retirement Fund unfunded liabilities starting in 1970, with the annual payment to reach 2.5 billion of dollars. The employees 6½% contribution would be raised to 7%. The administration will also contribute 7%.

Employees eligible for retirement would be credited for Unused Sick Leave as additional length of service to increase their annuities. This added sick leave credit would also apply to survivor annuities if the employee dies before becoming eligible for retirement.

Annuities would be computed on the basis of an employee's high three year average salary. The present average is five years. retirees would get a 1% bonus in addition to the 3 or more percent increase when the cost of living rises 3 percent or above.

The Civil Service Commission would have the authority to raise employee salary contributions in the future without the approval by Congress. However, the Congress could veto this if either the House of Senate passes legislation disproving such an increase within 90 days after same is ordered by the Civil Service Commission.

The Postmaster General has announced that he has asked the Labor Department's experts to make Safety Surveys of the Country's 100 largest Post Offices.