

The way it is . . .

BY FORREST "FROSTY" NEWMAN
Director of Industrial Relations



Cheating on Craft Jurisdiction At White River Junction Shows How Shabby Management Can Be

The Union this month resumes its efforts to obtain changes in the jurisdictional award made by the Postal Service on November 15, 1978 and subsequently modified. On September 23rd and 24th, the next two dates available with Arbitrator Howard Gamser, the U.S. Postal Service will continue the presentation of its case. The American Postal Workers Union has not yet had the opportunity to begin cross examination of the witnesses offered by the Postal Service.

As reported to you previously, the Postal Service has made very positive statements during the arbitration proceedings that they would correct any misapplication of the existing jurisdictional structure. The sad circumstances at White River Junction, Vermont, clearly indicate that this promise is empty.

At White River Junction, this Union made every effort to obtain a correction in the award of clerk functions to mail handlers in the operations referred to in Regional Instruction 399 as 110-129. Because this matter is important, we are reprinting that portion of Regional Instruction 399 as well as almost identical instructions on the jurisdic-

tion of similar distribution in operations 180-189.

HERE'S HOW IT'S FLOUTED

For over a year, management at White River Junction has failed to comply with our repeated requests for correction of the improper award of clerk craft work to the mail handler craft. During a Staffing and Scheduling Study conducted in this office many months ago, it became clear that management intended to place mail handlers on this distribution function. Union representatives took strong exception, but the team leader of the Staffing and Scheduling group maintained that 399 did not mean what it said.

Our local president has been extremely active in White River Junction and has done all he can possibly do to rectify this situation. At national level, we have made repeated visits to discuss this matter with officials of the labor relations group at the U.S. Postal Service and have followed up those meetings with a series of telephone calls.

Finally, we were assured that a member of the operating group at headquarters would personally visit the White River Junction office to

determine a proper award of these functions. Even though we were promised that this visit would occur and were given the approximate time of the visits, no one from the operating group took the trouble to make a personal observation about the jurisdictional practices at White River Junction nor was this Union informed that such a visit was not made.

COMPOUNDING CONFUSION

Another several more weeks of pressure from your Union, a letter was drafted to the Northwest Region stating what was intended as a clarification of the situation at White River Junction. The letter did nothing but add to the confusion already existing.

At the further request of this Union, we were advised that direct instructions would be given to officials of the Northeast Region to be sure that this matter was properly corrected. Now after several additional weeks of delay, we have been advised by the president of the White River Junction local that no corrective action has been taken at White River Junction.

It appears, in fact, that the local management group, or someone in a higher official position, is deliberately misstating the facts to officials of the Northeast Region.

Specifically, we have been told that the mail handlers assigned to the clerk craft work were in those positions when the jurisdiction award was issued. As you are aware, implementing instructions state that no employee will be removed from his present bid position because of the change in jurisdictional assignments. Rather, the position will be posted for the proper craft through the process of attrition. The local president of White River Junction took the trouble to list the entrance dates for each of the mail handlers involved in this operation. Your national office has learned that all of the mail handler employees were "new hires" who came on the rolls after Regional Instructions 399 was issued.

TIP OF THE ICEBERG

The clear-cut award of the distribution of IPP's, newspapers, rolls, letters, flat bundles, slugs, special delivery and special handling parcel post

OPERATION

110-129 Out-going IPP
Distribution Pouch
Sack & Loose Pouch

FUNCTION

7. Distribution of outgoing IPP's, newspapers, rolls, letter or flat bundles, slugs, Special Delivery or Special Handling parcel post.

OPERATION

18-189 Incoming SPR
Distribution, Opening
and Traying

FUNCTION

5. Distribution of incoming IPP's, newspaper rolls, letter or flat bundles, Special Delivery or Special Handling parcel post to sacks, Pouches, or containers.

THE WAY IT IS (cont.)

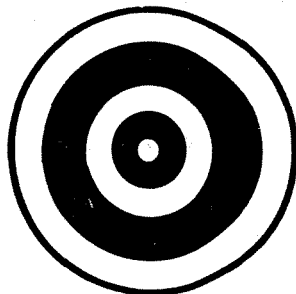
to the clerk craft leaves no doubt as to which craft should be assigned the work. As of August 12th, we were advised that the labor relations group would have a conference telephone call with officials in the Northeast Region and operating officials at headquarters to be certain that proper action is taken.

Many of you are aware that the mail handler craft has infiltrated clerk

craft work in the distribution of mail matter listed as clerk craft work under Operations 110-129 and 180-189 for the past several years. This area was one of the few favorable to the clerk craft when the formal jurisdictional assignments were made.

Because we are deeply concerned that the White River Junction case may only be the tip of the iceberg, we request that the President or the Director of the Clerk Craft of every

local having this function in his particular post office give me, or Clerk Craft President John Morgen, an early report if mail handlers are being improperly assigned to the function mentioned above. We are determined that the shabby treatment this Union has received at both regional and national level regarding the White River Junction matter be corrected. We want to include in our objections any similar situations at other post offices.



Calendar of Labor Studies for 1980-'81 at the George Meany Center

FOCUS

By TED VALLIERE
DIRECTOR
RESEARCH and EDUCATION

September 1980

14-19 Newswriting & Editing Workshop
28-Oct. 3 Negotiating Techniques Institute: Private Sector

October 1980

5-10 The Union Administrator and Business Agent Institute
12-17 Effective Speaking Workshop
19-24 Organizing Techniques Institute

November 1980

9-14 Labor Law Institute
9-14 Psychology for Union Leaders Institute
16-20 Pension Bargaining Institute
24-25 All About Computers Institute
30-Dec. 12 New Staff Program

December 1980

7-12 Audio Visual Techniques Workshop
14-19 Media Relations for State Federation & Central Body Officers

January 1981

11-16 Basic Skills for Union Leaders Workshop
11-16 Advanced Arbitration Institute
18-23 Negotiating Techniques Institute:
Bargaining with State & Local Agencies
25-30 College Degree Program

February 1981

1-6 Organizing Techniques Institute
1-6 Newswriting & Editing Workshop
22-27 Arbitration: Preparation & Presentation Institute

March 1981

8-13 Issues for Union Women Institute
8-27 Advanced Organizing Techniques Institute

April 1981

5-8 Labor Songs & Labor Lore Workshop
12-16 Effective Union Action for Civil Rights Institute
12-17 New Developments in Collective Bargaining Institute
21-24 International Affairs Institute

May 1981

3-8 Organizing Techniques Institute
3-8 Grantsmanship for Union Leaders Institute
10-15 Issue of the 1980's Institute
17-22 Arbitration: Preparation & Presentation Institute
31-June 11 Advanced Negotiating Techniques Institute

June 1981

7-12 Labor Law Institute
14-19 Public Communications for Public Employees Union Workshop
21-24 Current Economic Issues

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