

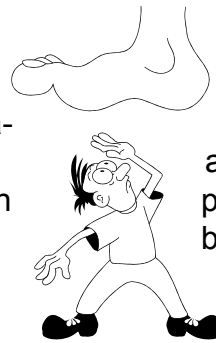
Is It Getting Worse? Or is It Just The Way I'm Seeing Things?

About eight years ago, I was questioning the way management was being run. Partly the Postal Service, but mostly, our maintenance department. As I was bitterly complaining to my then boss, he attempted to calm me by telling me that it was the same everywhere, and it would get worse before it got any better. Well, he was right about one thing; it has gotten MUCH worse.!

Since that time, I have seen operations management completely lose sight of any moral way of dealing with the workers, and any respect to the way the mail is being treated. This subject alone would take a few pages to bemoan, but this time, once again, I'm fed up with our own management. In particular, the way in which management completely disregards the contract, the various handbooks and even their own directives.

Everyone knows about the back travel pay and how it was paid at other offices, but denied at this one. Or policies implemented that are just unguided (i.e.: the chairs/stools). Or the one particular supervisor on days that no matter where he goes, utter and complete disgust is sure to follow. Yes, one of our very own operations transplants. Is it just a coincidence that things really turned south when that whole group came over? Maybe. Now, we will be losing two of our tour three tool and parts clerks because of him. Apparently, any written document, from the contract to the Maintenance Management Orders, are up to interpretation and modifications by him. His latest order was to directly order the clerks to do management work. This work is clearly indicated in the MS-63 and Main-

tenance Management Orders, to be done by MAINTENACE SUPERVISION. He clearly is having the craft do extra work without corresponding pay. He is always dictating who does what without any regard to the Collective Bargaining Agreement. Due to his attitude to bury grievances at step three, he acts without any fear of reprisal. And to top this off, his manager allows this to happen. Is it any wonder why the morale of maintenance has gotten so low? How far has it got to drop before anything is done about him? Management likes to compare the Postal Service to a company, but in any company that has a good working relationship with its workers, this type of management would not be tolerated.



Throughout the plant, there's an obvious trend. More and more new people who are not trained properly in their jobs. This leads to a power trip by management who feel as if they now have even information about the various jobs to hold over the heads of the workers. The only problem with this tactic, is that even the newer management does not know the jobs correctly. What this will all lead to is a complete disservice to the public. While management plays their power games, the public gets a poor service that should not be tolerated. Management should police itself. But in this plant, the majority of them are corrupt by nature of their inaction to all the contract violations, OSHA violations, and mind games played by their own.

Until there's a change of management from the top down, then I believe that it really is getting worse. And unfortunately, there doesn't seem to be a bottom to this mess.