

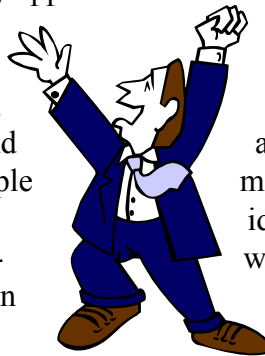
Complete lack of Reality, Logic, and Sanity! (Also known as Management !)

If a good employee is flogged enough, does this make them a *better* employee? It would seem that this is an outrageous thought, but there are those in maintenance management that believe this process works! That if the employees are held to the strictest interpretation of the ELM, they will be better employees! What management fails to realize, is that the ELM and the contract, for that matter, has language that gives “wiggle” room. The words “may” and “could” are there for applying to any situation. Our problem is with the managers that reads those same words as “will” and “should”.

A police officer only needs to follow a driver for a mile before they can find a valid reason to stop anybody. But do all police officers do this? Of course not! Our very own rules and regulations ELM police takes *every* chance to enforce *every* rule in the most strict sense. The only apparent reason for this probably runs into an unbalanced mind that requires the complete control over a situation, also known as power. This same mind gets enjoyment out of “sticking” people with the rules. This perverse action only compels those involved to shudder in disbelief; the disbelief that if an employee has to take time off from work, it will be held against them regarding their attendance. This goes back to the words “may” and “could” and the twisted interpretations of those words.

Workers that actually perform the duties required to move the mail, are being assaulted by this ELM police. The mindset of this “officer”, documents each and every absence in the harshest way possible. A case is built and pushed forward to carry out the discipline that “may” go with it. The sad thing is, this mindset leads to the *misdirected* belief that we will become better employees by receiving this discipline! Which takes me back to the beginning, if you flog a good employee, will it make them a better employee? Or does this make a *bitter* employee??

Along with these perverse attacks, comes the stupidity of the ABC routes! If you are stopped by the police, do they have one level of officer stop you and a higher level write the ticket? NO ! The same officer carries out all the tasks involved. If a painter comes to your home to do some work, do they have someone else do the lower level work? Nope! The painter does it all. Why is this simple logic so hard for maintenance management to understand? The entire payroll of maintenance is dwarfed by the payroll of the clerks, carriers and mailhandlers! Yet, in the infinite wisdom that management has, our budget is being slashed as well. It all seemed to work well when each level had their own equipment, rather than their own PART of the equipment. I empathize with the lower levels, because they are now being forced to do work they are not trained for, and have no desire to be trained in!



Why does management knee jerk every decision? Why is logic so foreign to them? If one supervisor anally enforces the rules, and no others follow this method, how can management see that as proper policy? The idiocy of their ways can drive one crazy! The whole concept of running the postal service as a business is flawed. Management is only trying to pin the bad times on everybody else. Paperwork, documentation and overly strict interpretation of the rules is only a guise to hide behind! It truly seems that management has lost sight of the fact that the Postal Service is a SERVICE. And as such, they need to accept that it is the *workers* who provide this service! The service is to maintain the equipment in a logical way, not a management way. The service is to their families without reprisal from management. It is this service that gets management their paychecks!

I don't know.....maybe if I was disciplined more, I might question their methods less and become a bitter... er...better employee!!!