



DEADLINE  
FOR 1<sup>ST</sup>  
CVP IS  
MARCH 31<sup>ST</sup>  
2015

## **ALMOST ZERO TOLERANCE POLICY**

Well, after requesting information under the collective bargaining agreement, as expected we learn that there is disparate treatment amongst management employees versus craft. I am sure many of you are not surprised. The records we formally requested had to do with a **daily hours report** that clearly indicate both SDO Giraldi and MDO Ragland-Carter were paid for what looks to be every hour dating back to December 13, 2014 through February 20, 2015. That adds up to about ten paid weeks. The overwhelming majority of payment was code 86, which is "Other Paid Leave". The rest was holiday pay and some annual leave. The purpose for our request had to do with outstanding grievance activity in which our members were placed on emergency placement and were NOT paid. **Keep in mind this is in no way disparaging the above two management officials, but reporting the facts that members don't get paid for long-term EP, while the USPS is deciding our fate.**

The incident involving the two management employees occurred way back on December 10<sup>th</sup> during the **authorized** holiday luncheon in the Operations office. **(Remember craft employees were prohibited from having holiday parties once again by the plant manager)** Apparently whatever altercation occurred led to both employees being sent home while they were paid for ten weeks. So I guess we have an "**almost zero tolerance policy**", depending on who the plant manager wants to pay.

No matter what, bargaining unit craft employees must go through the grievance-arbitration procedure continually. **For example**, every one of our members who have applied for advanced sick leave (borrowing of sick leave up to 240 hours in accordance with the ELM) have been disapproved under the plant manager's tenure. It didn't matter what the circumstances were, automatic denial was the plant manager's decision, for these serious illnesses.

In closing, I ask the membership to continue to fight the good fight and please make sure you request a steward or contact any officer when you see an injustice come your way.

*Vince Tarducci, President*