



**SPRING IS
HERE!!!**

**Next GMM is
March 27th @
4:30PM.**

WHAT ARE YOUR RIGHTS IN DISCIPLINE?

Local management has been cracking down on alleged attendance deficiencies by our members lately. Attendance-related discipline is higher now than at any point in years. There are a few things that every APWU member should be aware of in this process. Number 1; the first step of the discipline process in Article 16 is the formal or official **discussion**. This means that your SDO must first sit down with you, away from the workflow, one-on-one (no witnesses, no steward) and inform you that your attendance is deficient and that failure to correct deficiencies will result in written disciplinary action. Progressive discipline, such as a letter-of-warning, or suspension, etc. cannot be properly issued if the employee did not first receive a formal discussion. Many supervisors not only skip this step, but don't even know the difference between an attendance review and a formal discussion.

While on the subject of attendance reviews, it is your supervisor's **job** to conduct regular attendance reviews with you (monthly, based on past practice) and to inform you of the attendance policy/requirements. I'm guessing that your SDO has not been doing his/her job in this regard for years! Hold them accountable for this. If you are asked in a PDI (pre-disciplinary interview), if you are aware of the attendance policies, don't automatically answer yes. It is the SDO's job to let you know what is and is not acceptable. We all know that this is a moving line. Management cannot allow absences to go unchecked for years and then suddenly start issuing discipline to cover their asses when big bosses start looking. They need to do their job properly before they try to hold us accountable for their shortcomings. Be aware of this and always **ask for a steward** when called into the office for anything related to discipline or even possible discipline. You have rights and we will enforce them!!!

On a side note, if you do not know your password for the USPS' liteblue website, please ask for time and get this corrected today. This information is needed for bidding, paystubs, retirement info, and access to a number of other important items for employees' use. Don't wait until you need it. Ask for a steward and we can help you to reset or request a new password.

In Solidarity,

Chuck Camp

President Local 7048