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# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



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March 12, 2018

Mr. Joshua D. Colin  
Vice President, Area Operations-Eastern Region  
574 L'Enfant Plaza West, SW  
Room 10501  
Washington, DC 20260

Dear Mr. Colin:

I am writing this letter with deep concerns about the conduct and unprofessional behavior of your newly appointed Acting Plant Manager in Philadelphia, Ms. Stephanie Harris.

Ms. Harris started her detail in late January 2018, and did not waste any time attacking the workforce with vulgarity, bullsh\*ness and conduct unbecoming of a United States Postal Service (USPS) manager. I know Ms. Harris is only detailed and I hope that is as far as she progresses in Philadelphia and that her Detail is short lived.

Mr. Colin, in her short time as Acting Plant Manager, Ms. Harris has created a hostile environment, making a very scary statement to the workforce saying, "they don't know how ignorant she can get". Ms. Harris called and told me two (2) things:

- 1) She will be violating the Contract by having EAS performing bargaining unit work and crossing crafts with other Unions and Crafts performing clerk work and
- 2) She informed me to get my act together.

Ms. Harris was totally disrespectful and if she speaks to me in that manner, I can imagine how she speaks to the employees on the workforce. These employees are up in arms and are ***demanding*** me to do something quickly.

I will not allow Ms. Harris to curse at my members, threaten their jobs on the workforce because they did not come to work on a day that was given a State of Emergency by our mayor and governor through power outages and over eight (8) inches of Snow or more depending on locality. She gave a blanket order that every employee who called out will receive LWOP, in some cases people who called out FMLA, that is not contractually correct. She screams safety on the workforce and has disciplined many for safety, but walks the workforce with opened-toe shoes and ordering EAS to work machines they are not trained for; serious safety violations.

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At our first (1<sup>st</sup>) Quarterly Labor-Management Meeting on February 26, 2018, Ms. Harris was very disruptive and unprofessional yelling at both sides I won't tolerate this or accept that.

At all meetings, Union and Management are on equal terms and her conduct will not be accepted. These issues and concerns are not only being experienced by APWU, but also by the Mail Handlers Union.

In the next few days, I will be contacting the president of the Mail Handlers Union in Philadelphia to discuss our next course of action. We will be waiting for your immediate response to this problem.

Mr. Colin, Ms. Harris is a postal employee and must adhere to Postal Policy to treat everyone with dignity and respect. That is the conduct we demand and nothing else will be accepted.

The APWU/Philadelphia Local will not tolerate or accept Ms. Harris's acts of dictatorship, rude conduct or unprofessionalism. I urge that you step in immediately and remove Ms. Stephanie Harris.

I can be reached at (610) 522-4520 and/or by e-mail at [president@phillyapwu.com](mailto:president@phillyapwu.com).

Thank you.

Sincerely,



Nick Casselli  
President  
PHILA PA AREA LOCAL APWU #89

NC/ceg

cc: Resident Officers  
APWU Chief Stewards  
APWU Stewards  
J. Herrick, District Manager (Major)

encl.

## Nick Caselli

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**From:** Phyllis Wade [pwade@phillyapwu.com]  
**Sent:** Saturday, March 10, 2018 9:57 PM  
**To:** Nick Casselli; Nancy Rolling; Larry Henderson; Laurence Love; Jeffrey Renfro; Blair Lawrence; Atiyah Ivey; Olivia Silva  
**Subject:** Harassment / Disparity of Treatment / Zero Tolerance

Hello Everyone

I'm taking this time to inform you all as to what took place at the Lindbergh Facility on Thursday, March 8, 2018, there were numerous Stand Up talks giving to all employees who called out on Wednesday, March 7, 2018 by Plant Manager Stefanie Harris, due to the snow emergency that went in effect on Tuesday, March 6, 2018 around 4:00 pm. Ms Harris had supervisors and managers go around and find out who didn't come to work and have them in the middle of the work floor on level #1, and level #3, I wasn't made aware until an member came to the Union Office and told me that Ms Harris was on her way down to the first level to have talk with the employees who called out and that she was going to fire people. I went over to The middle of the floor as where I could see some employees standing and waiting for Stand Up talk Ms Harris approached the area, Ms Harris turned to me and asked if I came to work the day before I replied no, i asked why was she asking Ms Harris replied, because I can. So, I asked Ms Harris again so why you asking me then, Ms Harris replied, you will know soon. Ms Harris then asked everyone to move in closer so she doesn't have to holler. Ms Harris then stated, her name and that she was the new Plant Manager, and this wasn't a question and answer talk, this was a listening talk, and if anyone speak while she's talking shes going to throw them out the building. Ms Harris said if anyone that was scheduled off on Wednesday, March 7, 2018 or had leave that day, that this talk wasn't for them, and they can leave. When no one left the floor, Ms Harris said, raise your hand if you called out yesterday, a few people were hesitant at first, then Ms Harris said, don't be scared now, so all of you called out, Ms Harris started yelling and screaming, I'm not paying you Admin and everyone of you would be AWOL, and you are a disgrace to your co-workers who came to work even the carriers came to work, you are a disgrace to the customers who couldn't get go on there trips because they didn't get there passports. Ms Harris is still yelling and screaming you are disgusted you are a disgrace. Ms Harris said you don't have no pride and that Lindbergh Facility had the worst call outs in the nation. Ms. Harris said you called out when there was only one snowflake that fell. Ms Harris said you are a disgrace and you need some training and I cant give that to you because that starts from here( gesturing with her body tilted and her right hand to the floor) as though my up bringing was lacking from me calling out. Ms Harris still yelling to the top of her lungs saying, I dare you to call out 3 more times and I'm firing you all, Ms Harris repeated this a few more times. Ms Harris said with all the delayed mail in the building no one is leaving until this building is cleaned up. Ms Harris turned around and walked away leaving everyone standing in the middle of the floor in disbelief. Ms Harris disrespected me as well as my fellow co-workers who were standing there in the middle of the floor. Ms. Harris degraded, disrespected, belittled, and offended me as well as my fellow co-workers. Ms Harris has violated my right of Freedom of Speech when she said no one speak but her, Ms Harris violated the USPS Zero Tolerance Policy when she directly and indirectly threaten to fire me if I or my co-workers call out another snow day, Ms Harris violated the Code of Conduct, we she reprimanded me as well as my co-workers in the middle of the floor in front of everyone, Ms Harris violated Conduct Unbecoming when she stood in the middle of the floor yelling and screaming and attacking my as well as my co-workers up bringing, saying we are a disgrace and disgusting, Ms Harris was very demeaning to myself as well as my co-workers with no regard to our feelings, Ms Harris violated the Joint Statement Agreement as to the USPS signing which makes every employee adhere to the Zero Tolerance, Harassment / Disparity of Treatment, Discrimination. Ms Harris only reprimanded the employees on Tour 3, when all three tours had call outs on the snow day. Ms Harris talking we don't take pride in our job, Ms Harris is wrong. When the employee was coming to work in a foot or more snow staying late, management didn't want to let them go home, wanting employees to stay overnight they didn't appreciate them then and they don't appreciate them now. Ms Harris has violated every Postal Policy and she must be held accountable since she the Plant Manager, Ms Harris is held at a higher standard, Something needs to be done and I'm asking that she have a Stand Up talk

and apologize to everyone she degraded, and write an apology letter and post it around the facility for at least 30 days. We Deserve to be treated with Dignity and Respect and work in a fair and safe environment. It's 3 days later and people are still angry and they also want something done by upper management. Chief Steward Phyllis Wade

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