

# PROTECT OUR WORK

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**W**hile it is primarily our Union Representatives' responsibility to fight Job Abolishments and Reversions through the Grievance-Arbitration Procedure, it is every Mail Handler's responsibility to help protect our work.

It is Management's right through the National Agreement to Abolish or Revert a duty assignment. It is the Union's right to grieve an abolishment or reversion, but we also have the burden of proof, and a violation must be shown. Article 12.2 D7 defines an abolishment as a management decision to reduce the number of occupied duty assignment(s) in an established section and/or installation. Article 12.2 D8 defines a reversion as a management decision to reduce the number of duty assignment(s) in an installation when such duty assignment(s) is/are vacant.

Assuming the Union's verbal arguments regarding management's proposed reversion or abolishment of a bid fall on deaf ears, we must then turn to the grievance process. We must show that the bid, once effectively reverted or abolished, is now being backfilled. We must demonstrate how employees are harmed through the elimination of each specific duty assignment. These arguments are critical as the elimination of duty assignments can hold up MHAs being converted, transfers being taken, or limit the number of jobs available for FTFs or FTRs to bid on. Backfilling of the reverted/abolished duty assignment can happen in a number of different ways:

- Overtime is used to cover the hours of the reverted/abolished duty assignment
- MHAs or FTRs from other work areas/ sections are used to cover the hours
- Cross Craft — Clerks being used to cover the hours (A separate grievance also)
- Supervisors being used to cover the hours (A separate grievance also)

Brothers and Sisters, while your Union Representatives will handle the filing and processing of these grievances, it is important for all of us to know what we can do to help protect our work. Our Mail Handlers are our eyes and ears on the workroom floor, and, among other things, should always make our Stewards aware of anyone other than a Mail Handler performing OUR WORK!!!

Cross Craft violations occur when a member of another craft (typically Clerks) perform Mail Handler work. Most, if not all, facilities have an RI-399 Inventory which lists what work is Mail Handler work and what work is Clerk work. If there is ever any question on whether another craft is performing our work, please request a steward. Violations are written up and depending on the frequency, these grievances collectively may assist in fighting a reversion/abolishment grievance or simply gaining another Mail Handler duty assignment.

Article 1.6A says Supervisors are prohibited from performing bargaining unit work at post offices with 100 or more bargaining unit employees, except:

- A1 in an "emergency" which is defined to mean an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature;
- A2 for the purpose of training or instruction of employees;
- A3 to assure the proper operation of equipment;
- A4 to protect the safety of employees; or
- A5 to protect the property of the USPS.

Article 1.6 violations should be immediately reported to your union steward. Even if you are not sure if it was a violation, report it, and let your steward decide. Supervisors should not be doing our work, PERIOD!!! And Christmas is NOT an emergency! It comes every year on December 25th, since about the year 336 AD. Managements' unpreparedness for it is no fault of the unions. Again, as with the Cross Crafts, these Article 1.6 violations must be written up and, depending on the frequency, these grievances collectively may assist in fighting a reversion/abolishment grievance, or as with Cross Crafts, gaining another Mail Handler duty assignment.

Brothers and Sisters, Management is continually coming after our jobs, always looking to cut back on staffing, always looking to do more with less. If other people (clerks & supervisors) are allowed to perform Mail Handler work, with no repercussions, the next job that management abolishes could be yours! Your Union Representatives will write up and process the grievances associated with Reversions, Abolishments, Cross Craft, and 1.6 Violations but it is every Mail Handlers responsibility to assist and Protect Our Work!!!