



## ARE YOU AN ACTIVE MEMBER?

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LOCAL 316 PRESIDENT



**A**RE YOU AN ACTIVE MEMBER? Could you do more to make the union even better? The union is not made up of just officers and stewards. These individuals, though crucial to our cause, make up just a few percent of our membership. The most powerful part of our union is you.

Our members are our eyes and ears on the floor. They see when supervisors are doing craft work and when clerks are doing our jobs. Given DeJoy's 10-year plan and the changes it will bring, it is more important than ever that we do all that we can to protect our jobs. To do that we must be vigilant and have members working in concert with their union representatives and informing the union about cross craft violations and supervisors and managers doing our work.

The best way to fight cross-craft violations is to ask for time on-the-clock with your Union Steward. Taking time off the floor along with your Union Steward reinforces to management the costs of contract violations since they

will have to pay you both to discuss the violations on the clock.

To prepare for the meeting with your Steward, make thorough notes of WHO the non Mail Handler was that was doing our work, WHAT work of ours they were doing, and WHEN they were doing our jobs, starting from what time and until what time. Management will often lie or try to minimize the length or severity of the violation so try to be precise. Additionally, if there are other witnesses, encourage them to meet with the union as well. More statements make it harder for management to get away with being dishonest about cross craft violations.

In addition, on the political front, you can make our union stronger by joining the NPMHU PAC, by becoming informed about which politicians are supportive of our union and the Postal Service, by voting, going to rallies and demonstrations that may be organized by the union, and by contacting congress about issues important to us.

You can protect your coworkers by reporting safety violations and concerns

and by red-tagging defective equipment before another Mail Handler is injured.

In addition, you can let your union know when supervisors are being abusive to you or your coworkers. The Joint Statement on Violence in the Workplace requires that everyone, including supervisors and higher-level managers, treat their workers with dignity and respect. It states that there is no excuse for tolerance of harassment, intimidation, threats, or bullying by anyone and further that "those whose unacceptable behavior continues will be removed from their positions". This can be a long process but working with the union to report such unacceptable behavior may lead to these individuals being forced to act appropriately.

In each of these ways, you can make your union stronger and your workplace better by getting more involved. You may find that you enjoy this enough to want to work with your local leadership to try your hand at being a steward. For all of these reasons, I hope you will put the YOU in UNION and get more involved.