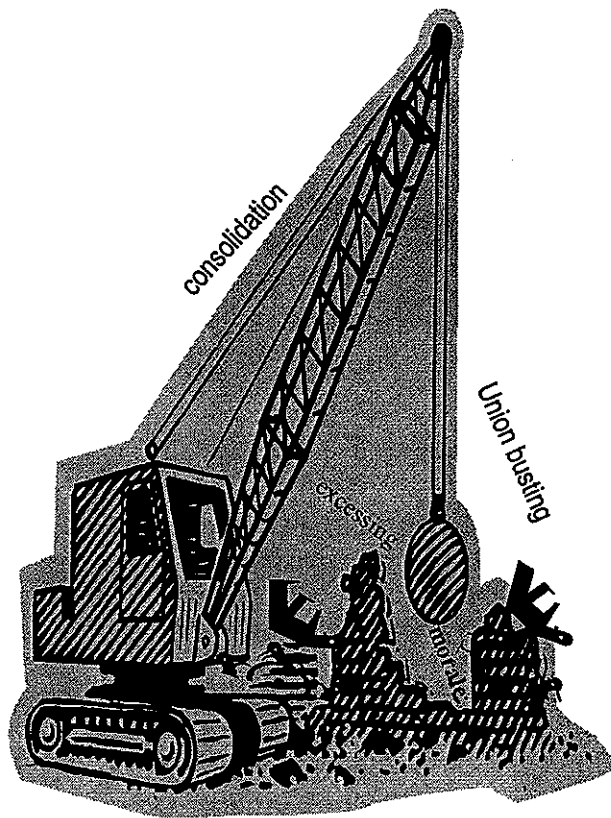


The Truth Starts Here

The Postal Network

The Wrecking Ball of Disorder That's Making People "As Mad As Hell"

Remember the movie *Network*? The 1976 movie about a longtime anchorman (Howard Beale) of the *Evening News* learns he has just two more weeks on the air because of declining ratings. The following night, he announces on live television that he will commit suicide by shooting himself in the head during next Tuesday's broadcast. The Network fires him after this incident, but after some persuasion from the TV's old guard president; he's lets him back on the air, superficially for a dignified farewell. However, once on the air, Beale launches into a rant claiming that life is "bullshit". Beale's



outburst causes the newscast's ratings to soar. Much to TV producers dismay, the upper echelons of the TV news decide to exploit Beale's antics rather than pulling him off the air. In one impassioned diatribe, the character Beale galvanizes the nation with his rant, "I'm as mad as hell, and I'm not going to take this anymore!" and persuades Americans to shout this verse out their windows during a lightning storm. (sounds crazy but it got people's attention and engaged). Soon Beale is hosting a new program called "*The Howard Beale Show*", top-billed as a "mad prophet." Ultimately, the show becomes the highest rated program on television, and Beale finds new celebrity preaching his angry message in front of a live studio audience that, on cue, chants Beale's signature catchphrase "**We're as mad as hell, and we're not going to take this anymore.**"

Although the movie *Network* is about a TV news show, and may be a stretch to what the United States Postal has in store for the business and for us as workers; the eerie similarities in the movie fit this postal environment to a tee. In essence, "*Network*" was a movie about people fed up with the status quo. (The Movie also has a twist in the end for the Beale character. You should really rent it.) In the movie, TV ratings were down, and ultimately—low ratings were going to lead to cancelation. (Oh, Oh! Postal mail volume is also down and some facilities along with the workers have already received excessing, and closing/cancelling notices. See the similarity here.) And just like Beale's suicide threat—the "**new**" Postal Network has already started committing suicide; making decisions that seem contrary to their own best interests and seems likely to lead to disaster. They've cut back on customer service hours; have abolished/cancelled too many bid jobs and have moved people around the country like channels on a TV set. The "**Postal**" Network is now a "**system**" with a set of connections that sets up the inevitable—and like the movie *Network*—has their very own catchphrase—"With each fix comes a promise of *fiscal solvency*". Well—what channel is that on? Yes—we all understand the concept of cutbacks, but some of the initiatives they've put into play so far are pretty drastic and have not worked out like they've expected. The POSTAL NETWORK—as I and many of my colleagues see it—have indeed done the predictable; and with much of the same old "*poli-tricks*" as usual—but with a twist. They've devalued the commitments of contract relations in exchange for the value of subcontracting jobs; and have shown greater lack of consideration to the challenges that people face with each change. (Story continues on page 2)

The Network ~ (continued from cover)



A colleague of mine said: “This situation of postal restructure has changed peoples’ attitude. He is absolutely right in his assessment. The new “Postal Network” has reduced our postal lives to fighting each other; haggard labor, meager earnings and has deemed workers lives unimportant. *“We are the first known instance of employees who are being killed off because of lousy postal ratings”.* Just like the character Beale, people are “as mad as hell.”

For sure, we’ve all felt the impact regarding the changes going on in our postal environment. I have been a Mail handler for 24 years; and a Union Representative for 18 of those 24; and thought I’ve heard and seen it all. Still, it is true that people would like to think that their employer cares about what they think, and cares about how a good worker gets the job done; but not lately. People keep asking themselves why management is doing this; and why the postal service is doing that. People are “as mad as hell” about the changes and how the changes have affected their lives.

People are not feeling like they are in good hands anymore. These were once jobs our fathers said we could depend on. Moneys good, they said. Benefits good they said; and has job security they said. This dream my friends, have surely become uncertain. We all know that what’s good for the Postal Service does not necessarily work for people. Right now, the impact of Area Mail Processing Studies, excessing people far and away, facility consolidations and pushing out-gong mail operations together—may looked good on paper; but has unfortunately —played out differently in real life. With every bid job they deem obsolete; every influx in mail volume due to consolidation proves them wrong. The changes have created a nightmare situation for workers.

The Postal Service has always been very poor planners. What people need to do now is stop asking “why” and stop being “mad as hell”. Instead, we need to accept the changes and submit to a new practice among this union membership; that every worker counts and so does every bid job. We should be taking advantage of what we’ve already learned from this new Network; (and I’ve said this before) we need to “reinvent”. We need to stop being so quick to believe management’s lies and people need to stop blaming the Union for all that’s going here. *“Your fight is not with us. It is with postal management.*

Contrary to what people believe your Union officials “are” doing everything humanly and contractually possible to find solutions to these situations. Under the leadership of Local President Paul Hogrogian and National President John Hegarty, and the Mail Handlers Union is still strong in the arena. We are winning decisions on limited duty positions, FMLA, Compensation, and have prevailed in arbitration on crossing craft violations netting millions of dollars in award money. My friends, we’ve reached a teachable moment here. Be mad as hell— but let’s set a new agenda. Put that “mad as hell” momentum of yours into the fight to save jobs. They may have eliminated/abolished bids but managers and supervisors doing bargaining unit work to fill the void is still a violation of the Contract; give us those witness statements. Be mad as hell but work in a safe manner. Just because the Network used poor judgment in reducing jobs does not mean that safety went out the window. Do your best, protect yourself from injury. Make sure you have a safe working environment complimented with the dignity and respect you deserve as a loyal worker. Contract time is near; we need a contract that is a problem solver to the issues we are fighting now.

Let’s focus and develop solutions with significance that fit into a contract that connects to the new issues we already know. Be “mad as hell” but, let’s work on the solutions together.

Linda Yancey is the Recording Secretary of the NPMHU- and Chairperson of the Local 300 Women’s Caucus

DID YOU KNOW...



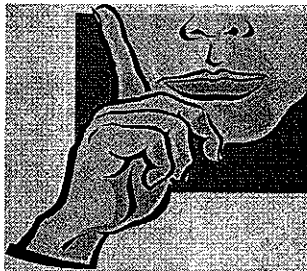
This year, the U.S. Postal Service will turn 235 years old. It use to be a profitable organization. But not lately. By the end of this fiscal year, the USPS will have lost another \$7 billion and will owe the government \$13.8 billion. By 2020, the USPS will have lost an eye-popping \$238 billion. *Let’s hope its here for another 235!*

- The Postal Service has raised postage rates eight times since 1999.

- The number of catalogs mailed has dropped from 20 billion in 2006 to 13 billion last year.

- Shop at Office Depot. And while you’re there, mail a package. Under a deal the chain that now has almost 1,100 stores will start selling stamps and offering Parcel Post, Priority Mail and other shipping services.

- Reducing—work hours and the costs of benefits and pensions are the goals of the Postal Service.



FEATURE WRITER OF THE MONTH
 Stanley Howard,
 Branch President - ISC/JFK

A BETTER SOLUTION

By now we've all heard about the unfortunate incident that unfolded at ISC-JFK Airport facility involving management and a craft employee. Equally as unfortunate, is that some people will say that it was a long time coming; while others will be horrified.

Lets make it clear that violence is not the answer to stopping the abuse and harassment from management or other threats of violence on the workroom floor. The workplace is home to so many of us—we spend most of our time here. To have an incident of this magnitude happen is terrible—and is as horrifying as having a domestic violence issue in your own home. We all have a responsibility to protect our workplace and ourselves by following measures that would leave management no excuse for not taking action when someone complains about an abusive supervisor or any other situation that threatens an employee.

When a supervisor abuses an employee rarely is it done without another person being aware of the situation. As a postal employee we have an obligation to contact the Union, Postal Inspectors, file a complaint with EEO or tell management if you are the target of this type of behavior; or if you know a situation like this exists. To get an incident of this nature recognized by management for what it is—the more people that get involved—the harder it is for the incident to be ignored.

The Union has constantly taken objection to abusive behavior, threats and violence in the workplace, and the Union has taken action against supervisors or managers who display this type of behavior. To be truthful, incidents of this type have happened before. Unfortunately, no matter how much we hear of this—still not enough is done on the management side to abate these types of situations.

Sadly, as long as productivity goals are met, management will continue to ignore or poorly address these types of incidents unless YOU do something to bring attention to it. We must continue to fight for dignity and respect in the workplace. That means we have to start supporting each other; and not condone or tolerate inappropriate behavior that demeans, offends or appalls.

We would hope that the JFK incident will finally get the attention of those in management to address this type of behavior swiftly, appropriately and with discipline to those who abuse.

Again, to all of you—violence is not the answer! Paper trail..paper trail..paper trail! —is the answer—so that any complaint of this nature will have the supporting documentation needed to defeat anyone who perpetrates this kind of behavior or condones this type of behavior.

**THE USE OF VIOLENCE IS INAPPROPRIATE
 AND COULD COST YOU YOUR CAREER!**



We Walk Because....

Every sixty-nine seconds a Women dies of Breast Cancer. Together we can change this. With every step we take we give people facing breast cancer more candles to light. This is why we walk, we want our Grand Mothers, Mothers, Aunts, Sisters, and Daughters to celebrate as many birthdays as they can. The Federal Government is the nation's largest funder of cancer research but we must do our part to make sure that our elected officials and candidates do whatever is necessary to continue to make cancer a top local, state and national priority. We walk to show our elected officials and the Pharmaceutical companies that we mean business. Getting regular screening test is the best way to lower risk of breast cancer. Screening test can detect breast cancer at its earliest stages when it 's more treatable:

1. A clinical breast examination every three years beginning at the age of twenty.
2. Every year starting at the age of forty.

There is no age limit on breast cancer, nor does it discriminate. This is why we walk, to educate and raise awareness. We walk because together we become partners



and sponsors who are passionate about finding a cure. We walk because we know that we support the research

teams that will identify and deliver a cure. We walk because we hear first hand the stories and testimonies of the Survivors. We walk because we know that donated funds will not only aid research and development but also enable the already diagnosis to receive quality treatment. Finally, we walk to honor the memory of those who may have lost the battle. along the way; and we walk because we know we will be victorious on day.



*Submitted by,
 Yvette Johnson,
 Branch Pres.
 Brooklyn P&DC
 Caucus Member*

How do you get over 5000 new friends?
JOIN THE "NEW" SOCIAL NETWORK

Local-300



Postal changes have affected our members
 overwhelming...

As a Mail Handler what are you doing about it?

You see the **INJUSTICE** everyday.
 So now ask yourself this question...

Am I part of the solution or part of the problem?

PROTECT YOURSELF!

Join the social network that fights to saves jobs!

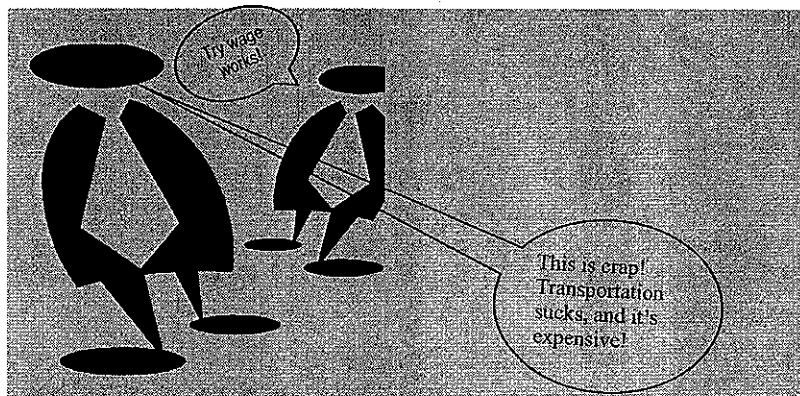
Don't let this.....
 be a sign of
 your future



Become a member of the Mail Handlers Union

Pick up an application from your
 Union Official Today!

Local-300



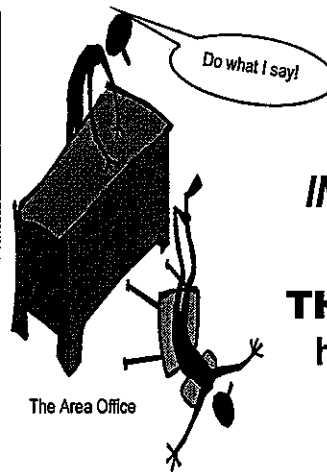
Ride Smart and Save on Your Everyday Commuting Expenses

Wage Works enables you to pay public transportation, vanpool, or parking expenses with pre-tax money. You can use the funds to have pre-paid transit passes delivered to your home, or use a *Wage Works* Commuter Card at any commuting-related point of purchase. *Wage Works* offer public transit coverage in all 50 states and in more than 350-plus metropolitan areas, so you're almost certain to benefit from *Wage Works*, no matter where you live. And for those using the program for parking, you can even have automatic, monthly direct payments made to your parking provider, or choose to be reimbursed. More Info: *Liteblue* page of the United States Postal Service

www.litelbue.usps.gov

Wage Works website: www.wageworks.com

Or call: Tel: 877-924-3967—TTY: 866-361-8017



The Area Office

IN OUR NEXT
 ISSUE...

**THE
 INCONVENIENT
 TRUTH!**

**THE CHANGES
 have just begun!**

**The
 Network**

is not finished yet.

See what the Postal Service does next!

**Be sure to pick up our
 Year-In-Review
 December 2010**

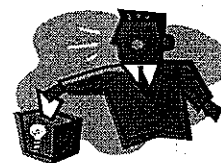


NPMHU-Local 300
 Women's Caucus

A Feminine Touch of Progress

**THE TRUTH
 STARTS HERE!**

YOUR SUGGESTIONS
 ARE RELATIVE TO
 OUR FUTURE...



At the Branch meetings many of you have made great suggestions that make sense to our future as craft workers. **Contract time is near.** Our Union Representatives welcome your suggestions. If you have thought about this union membership, this postal service and its future, then drop a line. Contact any of these offices with your suggestions for a stronger postal network:

1. Your Facility Union office
 2. Your State Senator or Congressman/woman
- You have the power of the vote**

(Internet Search: Type in your State Official's name. His/Hers Home page will come up)

or

3. Contact the Local 300 Women's Caucus
 111 John Street, Suite 710 NYC, NY 10038.
 Attn: Linda Yancey, Chair

The Committee will forward your suggestions to our National Office