



The EHS system

Last year, the USPS announced its computerized accident-reporting system. The program is called Employee Health and Safety (EHS) and its intended purpose, as explained to the NALC, was to allow for a more efficient method of entering data. A feature that USPS representatives proudly explained is that this integrated system allows them to pull reports and data more efficiently, and the process itself will help us all in the performance of our duties attending to the treatment of injured employees. Aren't we feeling better already?

Late last year, the NALC discovered that the employer had created and/or modified an existing form through the use of the EHS system without proper contractual notice to the NALC. As a result, we have expressed concerns over how these changes may affect you. We have since then been looking into the system more closely.

Last month, a few members of the Contract Administration Unit (CAU) and I met with management to better understand the EHS program and to determine what you might experience when you report an injury to your supervisors.

Management walked us through the creation of a sample occupational injury. Once in the system, one of the first options we were shown is the ability to print out the blank CA forms. This feature allows you to request a blank CA-1, CA-2 or a CA-2a to fill out by hand, as we always have in the past.

If management logs into the system and begins to enter the accident/injury information, the program requires that all relevant and necessary data be entered before it allows you to print out the necessary forms related to the accident that you are reporting.

Last year, when serving as national business agent in Region 1, my office was advised that there was a letter carrier who was required to sit at his supervisor's side while that supervisor was required to enter all the information required by the EHS program before this employee was allowed to go see his doctor. This behavior by the manager was in violation of the employee's rights to promptly go see his doctor.

Given the demonstration last month, we asked the headquarters managers if they require the employee to fill out the report electronically through EHS, or if the employee can fill out the form by hand if he or she

prefers. USPS headquarters confirmed that you are not required to sit through the lengthy process. You have the right to request that the blank OWCP forms be printed so that you can fill them out and be on your way.

In addition to the above, we are learning of a number of other problems that can be traced back to the EHS program, so I ask for some help from you. I would like to hear from you in any of the following situations:

- If you have been required, against your expressed wishes, to sit with the supervisor while he/she made the EHS data entry, the amount of time that you were held hostage, and whether or not you remained on the clock while filling out the information, let us know.
- During the demonstration referenced above, we also discovered that there were a number of questions asked of you that we believe should be answered by doctors, and further, that some of these questions should not be asked in the presence of others on the workroom floor. If you experienced this, I would like to hear from you.
- If you have received any letters that were generated by EHS that you believe may not be in compliance with the National Agreement, I ask you to provide those letters to me with a statement from you advising what you believe to be wrong and how it might have affected you.

When sending me any of the information listed above, please make sure that you provide your name, your contact number(s), your work location (city/station), your branch number, the date of the event and the name of the supervisor entering the data into EHS.

Ohio election results—What the heck does the Nov. 8 Ohio election have to do with safety? Ohio Gov. John Kasich was elected by a margin of 79,000 votes in November 2010. On Nov. 8, S.B. 5, his union-busting attack on public workers, was defeated by a margin of 792,366 votes. Any effort to bust a union throughout this country is an attack on our union and the protection that collective-bargaining provides us.

Where would we be in our fight for a safe work environment without the existence of our union? Keep on keeping an eye on each other.

Merry Christmas and happy new year!

