



## Abuse on the workroom floor continues

**I**t is not that the employer is always engaged in overt behavior that violates the Joint Statement on Violence and Behavior in the Workplace; it is that they are constantly grinding and grinding on carriers.

Every accusatory statement made by these misguided managers is an attack on the integrity of letter carriers and an attack on their self-esteem. These attacks cause an overall harm to our ability to deliver for America. Managers' subtle ongoing abuse pushes you to react. When you don't react, they keep pushing until you do. When you do react, they are ready to issue you unwarranted discipline.

The executive level of USPS leadership must question these methods. They must ask, What is the value of these oppressive, inhumane managers? They push you to the brink of a reaction and then pounce on the fact that your reaction is normal, given the ongoing torture that you are made to suffer.

Many years ago, the NALC presented a grievance in arbitration in Southern California involving the employer's determination that the grievant was not psychologically fit for duty. Management provided a listing of a series of events for the psychiatric expert to evaluate. The expert provided his opinion as to the grievant being unfit for duty based on the evidence that he was presented. This expert was very active in the psychiatric community and, in fact, was the head of the psychiatric society in his community. The USPS believed that his credentials were sufficient to uphold his findings that the grievant was not fit for duty, and it refused to budge at any of the earlier steps of the grievance procedure.

During this expert's cross-examination, he reviewed and commented on evidence that had not previously been provided to him. This expert determined that he had been misled by management, who provided him with only the negative aspects of the grievant's behavior and not with the positive aspects of the grievant's behavior. When he had had enough, he offered his opinion that he found it insulting that the employer would be so dishonest in its

presentation of relevant information to evaluate the grievant's fitness for duty. His final opinion as a witness was that the behavior of the grievant was reasonable and not abnormal, given the events as proven during the arbitration proceedings.

Before he left the witness stand, he commented that this experience in arbitration had opened his eyes about the manner in which letter carriers are treated. He commented that he treats many letter carriers for the stress that they suffer at work, and he indicated that there should be a study conducted about how postal employees are treated by their employer, as there are too many similarities among the postal patients that he treats.

Needless to say, the USPS advocate and the sectional center decision-makers were so offended by the opinion of their expert that they severed their ties with him and no longer sent him any letter carriers for any type of an evaluation.

The evidence that the expert was confronted with was evidence that other letter carriers had provided to their union representatives and was included in the record of the grievance.

**You must keep an eye on each other and report the misdeeds of management to a shop steward or your union representatives. These misdeeds must be aggressively investigated and processed. If we have the proof, we must go forward and force the abusers to stop.**

The Postal Service will not survive because of abusive, misguided and un-enlightened management. It will only survive if we are allowed to serve America in the manner that letter carriers throughout this country do each and every day.

Are your managers contributing to the service we need to provide, or are they preventing us from providing the service that our customers deserve?

As we think about the future and wonder how the USPS will evolve, know this: You all do a great job and, because of that good work you do, we will survive. ☒