



**May 21<sup>st</sup> 2009**

## ***Sisters and Brothers of Local 314:***

*I would like to take this opportunity to wish everyone well and express mine and the entire executive boards concern over the number of changes that we are currently dealing with. We attempted to address all concerns in our recent Branch meetings. Regarding the tour changes and abolishment of many of our jobs the local has taken the appropriate steps and filled the necessary grievances to protect our rights. In addition we have stewards and officers in every facility monitoring all sections and requesting necessary paperwork to support grievances on any violations. The reality of this situation is that the contract does permit for the changes management has been making, this position comes directly from the national office. However the changes that are being made are subject to the guidelines in the National Agreement. As I have stated before it is up to all of us to work together to ensure that the changes that are being made or contractually correct and necessary. Please get more involved in the Union. This country right now is faced with numerous problems from a economical stand point and the Postal Service is not immune to the impact of the economy. There plans to reduce another 100 million man hours this year, this can only be accomplished by reduction in every area of the company. My primary concern right now is the sever increase in the amount and type of discipline that is being issued. Management is currently issuing discipline in record numbers for even the smallest alleged infraction. Please work with the Union and stay informed. If you are called into a situation involving the postal inspection service. **DO NOT SPEAK UNTIL YOU ARE PROVIDED WITH A UNION REPRESENTATIVE! NOTE YOU MUST REQUEST REPRESENTATION, MANAGEMENT IS NOT OBLIGATED TO PROVIDE YOU WITH A UNION STEWARD. IF YOU ARE TOLD NO ONE IS AVAILABLE THEN YOU HAVE A LEGAL RIGHT TO END THE INTERVIEW! I AM EMPLOYING EVERY LOCAL 314 MEMBER TO OBSERVE THESE RIGHTS AND DO NOT CONTINUE WITHOUT A UNION REPRESENTATIVE. NO MATTER HOW NICE THE AGENT MAY APPEAR TO BE. IF YOU CONTINUE WITHOUT UNION REPRESENTATION YOU PLACE YOUR JOB AND YOUR LIVELYHOOD IN JEAPORDY!***

*This country recently demonstrated that the democratic process does work in some cases. I am referencing to the recent Presidential election. The Mail Handlers are a organization that needs to continue having a voice at the Legislative arena of this country. Every Mail Handler in Missouri lives in a district with a State Representative*

*in our Nations Capital. Therefore we each have a voice in the decisions that are being made on Capital Hill. Please visit the NPMHU web page to see what role you can play to assist the Union in this process.*

*In closing Sisters and Brothers this is a time of great optimism in this country and in the Mail Handler Craft. Even in the midst of a multitude of changes we as a craft remains strong and a necessary component of the Postal Culture. In order to remain a relevant factor in the USPS we must work together and protect our jobs and our livelihoods. If you have any questions or concerns about your job or anything else involving Local 314 feel free to contact a Union Representative at your facility or me directly at the Union Hall. Please stay informed and get involved.*

*Fraternally,*

*Anthony Davis  
President  
Local 314*