Lean Six Sigma – The USPS’s DOJO

CONGRATULATIONS TO THE CLASS OF 2014

I would like to congratulate all of our Southwest Florida Graduating Class of 2014. I would encourage all members who have children going to college to apply for all scholarships that are awarded by the State of Florida and National APWU.

NEW CAREER EMPLOYEES

Congratulations to our PSEs who were converted to career employees last month.

By the time you read this article, all issues of seniority should be corrected. We also have grievances pending to get more PSEs converted.

MANAGEMENT ATTEMPTING TO DO MORE WITH LESS

Management will continue to cut staffing in the hopes that employees will work even harder and faster in order to get the job done.

It is important to know that if you work unsafe or get injured, it is you and/or your family members who will suffer. Just because management reduces staffing does not mean you have to run around, work unsafe, or even work off the clock. Remember to continue working at a safe and reasonable pace. If the work does not get completed as it did in the past, it will be due to management not staffing properly, not because of your work ethic.

Also, I must warn you, if you are scanning the box mail as being completed when it is not, you could be fired. It will be difficult to win these cases in arbitration if you are falsifying records. Even if management gives you a direct order to scan the box when it has not been completed, get the direct order in writing or call the Postal Inspection Service.

E-MAIL LIST

I occasionally send information out via e-mail. If you would like to be on my e-mail list, please feel free to contact me and I will add you.

LEAN SIX SIGMA – USPS’s DOJO

The Motorola Corporation created a program that creates a hierarchy of so-called experts that pretend to know how to do everyone else’s job better than they. This technique was named the “Six Sigma Program”. Managers are awarded “belts” (as you would receive in a Karate class) depending upon their knowledge of the program techniques. These “belted” managers receive power needed to run around the office like some bully in a “Karate Kid” movie, wielding or bragging about their color of belt while instructing others how to do their jobs.

According to Forbes Magazine, of all large companies who announced using these Six Sigma Programs, a whopping 91% trailed the S&P 500 since implementing them. It is the consulting firms who are making money on programs like Six Sigma by payments they receive from companies paying a “Six Sigma Tax”. The companies utilizing these Six Sigma Programs actually believe they work enough that they not only pay to use the program but also hire those who are already Six Sigma belted.

Prior to 2008, the USPS Senior Management Team began running its own DOJO of sorts and handing out these belts to their staffers. The USPS utilizes the “Lean Six Sigma Program”. They post job opportunities on web sites like LinkedIn specifically seeking those holding specific belts such as “Master Black Belts” with starting salaries ranging from $65,000.00 - $126,300.00. (See Link) http://www.linkedin.com/jobs?view=9897339

Most of these belted managers in USPS's DOJO are not seeking to actually improve the USPS, they seek to reduce employees who they believe are the problem. Simply look at the reduction of USPS career employees over the last 10 years and you see how the Lean Six Sigma Program has affected staffing. Lean Six Sigma believes that customer service is not about employees, it's more about the process. Window Clerks should understand this more than anyone as their staffing levels have suffered and are tasked daily with asking the same questions to every customer regardless of the situation.

See: Lean Six Sigma

Continued on Page 6
Secretary-Treasurer’s Report
Felicia Gluhareff

May 18, 2014

CALL TO ORDER:
Time 9:30 a.m. There were 16 members in attendance.

PLEDGE OF ALLEGIANCE:
The pledge of allegiance was led by John Franze.

ROLL CALL OF OFFICERS:
Felicia Gluhareff performed the roll call of officers. Present were Sam Wood, Felicia Gluhareff, Paul McAvoy, Mickey Szymonik and Kathy Moyer. Paul McAvoy made a motion to excuse Dan Gray who was on annual leave. The motion passed.

MAP:
Barbara Carr told jokes in honor of Charles Glennon.

EXECUTIVE BOARD MINUTES:
Jim Edwards requested to be the maintenance steward for Naples. The executive board approved his request. We are happy to have him on board. The RI-399 lawsuit was discussed. The acting postmaster and Dorinda Kohli want to cut overtime and PSE hours and possibly reduce the number of PSEs. They are expecting clerks to do more with less help. The PSE seniority list was discussed. There is an active Form 50 PSE grievance. An issue regarding safety (PPE equipment) was discussed. There is an active VOE survey grievance. Remember that VOE surveys are YOUR first class mail. Management cannot stop you from keeping it in your possession and intimidation tactics will not be tolerated. You are not required to fill it in and give it back to management. If turned into the union, a $5 COPA donation will be made in your name in lieu of a bounty.

SECRETARY-TREASURER’S REPORT:
Paul McAvoy made a motion to accept the minutes as reported in last month’s Eagle’s Eye. The motion passed. Finances were discussed and financial report was provided.

REPORT / SELECTION OF COMMITTEES:
None

REPORT OF CONVENTION COMMITTEES:
Dwayne Carinci said the State Convention was an eye opening experience and our local was very well represented. Those that are on Sam Wood’s email list received his report on the convention. Anyone who did not receive the report and would like to, please contact him and he will send it to you. All of the candidates that our local supported for the state elections were successful. Dave Grant will be attending the National convention courtesy of the State APWU.

REPORT OF TRUSTEES:
An audit is scheduled for May 23, 2014.

COMMUNICATIONS:
Sam Wood was invited to a Tablettop BDS exercise by management. Letter from Robert Burton requesting all of our documents for a step one grievance. Sam sent a letter back stating that Mr. Burton has access to all the documents he requested from our local so there is no need for us to provide them to him. He was also informed that the union is not obligated to share our documents until step two of the grievance process. Letter from APWU President Mark Dimondstein informing our local that there are full time job opportunities for PTF’s on E-Reassign. Thank you card from Karen D’Angelo thanking the membership for recognizing her on Administrative Assistant’s Day. Letter from Jim DeMauro thanking us for representing him in the state elections. If anyone is interested in becoming an APWU Health Plan representative contact Sam Wood.

UPDATE OF GRIEVANCES:
Scott Wisser is requesting support and information regarding a BBM who was walked off the floor last week due to a safety issue. The task in question has been performed safely for years without the requirement of a “safety suit”. The PSE conversion grievance addressing the 25 PSE’s who were made regular then “unconverted” within 24 hours will be met on this week. Management is requesting that we drop the grievance since they converted 14 at a later date. The local is refusing to settle for anything less than all 25 being converted. We are also asking for hours lost due to the NTFT positions the 14 were placed into instead of the 40 hour positions they were originally offered. Management has expedited the arbitration of our RI-399 grievance to August. Our lawyer said that he would be willing to represent our local at this arbitration as long as our local has no issues with it.

NEW BUSINESS:
In Marco management is trying to change lunch lengths for FTR. The clerk is entitled to guaranteed time for “lunch” hours beyond what is stated in his bid. He is also entitled to overtime pay for any hours worked beyond the end tour stated on his bid. PSE issues at stations discussed. Do not do, DO NOT scan box mail as being done if it has not been. Do not EVER falsify information, if your supervisor instructs you to do so make sure you get a direct order IN WRITING. Falsifying information could lead to removal. Sandee Beckler spoke about the importance of not holding your break at stations. Breaks are addressed in our LMQ’s which can be found on the local’s website. The union has not gotten an official notice stating the date of the Mid-Cape closing. Nor have we gotten a solid non-official date.

LABOR / MANAGEMENT:
None

GOOD AND WELFARE:
The winner of the COPA 50/50 drawing was John Franze who won $21. The total netted for COPA was $62. John donated $5 of his winnings back to COPA. The name drawn for the member’s incentive award was Eileen DiMase. She won $50. The pot will remain at $50 at the next general membership meeting.

ELECTION OF OFFICERS AND DELEGATES:
None

ROLL CALL OF OFFICERS:
Felicia Gluhareff performed the roll call of officers. The results were recorded.

NEXT MEETING:
Robert Nowall moved to have the next meeting on June 22, 2014 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:
Robert Nowall moved to adjourn at 10:58 a.m. The motion passed.
Management Is Playing The Shell Game

The good old shell game (not so good in this case).

For those of you who may not know, the shell game is one where you have a number of half shells and a ball under one of them. The person controlling the shells moves them right fast and you have to figure out which shell the ball is under.

Sounds easy, doesn't it? There is a catch; unscrupulous and dishonest people will have a little trap door that drops the ball, so there is no way you can get the right shell. Sort of a new you see it now you don't.

Management developed a new version of the shell game using PSEs. On April 18 they sent 25 PSEs express letters converting them to regular, 40 hours per week jobs at the Fort Myers P & DC.

The letters stated:

CONGRATULATIONS! This is notification that you are being converted from a career clerk to a career position of Full Time Regular. Effective April 19, 2014, you will become an unassigned regular with the temporary work schedule shown below (different hours on different tours all adding up to 40 hours per week).

A few hours later, these same PSEs received another letter (which I refer to as the F U letter - and no, they did not get accepted into Florida University) which stated the following:

This is notification that we are resceding the previous letter you received regarding your conversion to a career position effective April 19, 2014. Remember - this was a matter of hours after the first letter. What could have happened in that amount of time to so drastically change 25 people's lives?

So it is bad enough that management dropped the shell out from under them and you would figure management's game is over.

No, not so fast. Management found other ways to harass these newly converted employees.

On April 19, 2014, management cut form 50's making them all regular. They also cut RTR (Retirement, Thrift and RIF) reports for these 25 PSEs. These procedures can only be done by shared services when someone is converted.

Management claims form 50's rule all changes in employee status and use it when grievances are filed concerning employees status. These forms were on the PSEs, eOPF on Lite Blue. That should be proof enough that these PSE's were actually converted.

Now you figure management is done with this.

Nope - seven to ten days later, management sent out their benefit packages to all the PSEs.

On the second page it says congratulations on your conversion to career employee. This is reiterated a number of times during the approximately 300 page book. So, now management is offering benefits to these people they supposedly didn't convert or make regular.

Ok, so now I guess management done messing with these people.

No, not so fast. Management has more shell games to play. When they did this whole process management took all their leave they had accrued. Most of these clerks had to 60 hours of leave and it was gone. It is assumed it was taken in order to pay them when they give them their annual for the rest of the year for being converted.

Sam Wood has been working tirelessly on these issues, having meetings with Doninda and Labor specialist Keith Stanton. Grievances have been filed asking for make whole remedy (Conversions backdated to April 19, 2014, full benefits, out of schedule pay and FTR salary from that date).

Sam has stated we will not drop grievances for the benefit of a few. I would personally like to thank Sam for his many hours worked on correcting this situation.

Management this week, (effective May 17, 2014) CONVERTED 14 Fort Myers Bid Installation PSEs to NTFT Jobs working 30 hours a week. We (Sam, the Executive Board and stewards) find this action unacceptable and the remedy asked for in grievances will be to pay them the other ten hours along with the original going back to April 19, 2014.

Let's find the ball under the shell and end this nonsense for good.

The PSE's in stations and branch offices should not feel left out as this is just the first part of the conversion process. APWU National President Mark Dimondstein has vowed to convert as many PSEs, (if not all) as soon as possible.

In closing, I would like to impress all employees to check their eOPF often. It is very easily accessible through Lite Blue. It shows your entire history with USPS. If some PSEs hadn't checked this and let the union know, we would have had no way of knowing everything management did in this situation.

You are the only one with access to this info. If something is wrong or doesn't belong in it, please ask to see your steward so we can have it corrected. Management has been known to leave discipline in your eOPF file long after it should have been pulled.

In my first few articles I tried to cover how important it is to be up to date for each of us to do our part in insuring our local stays strong, starting with ourselves. Our own health and awareness is the foundation we must build on.

So now that we have that covered, "it's time to get Schooled". Ever since I became a Steward I have realized how blind I have been through all these years. Not understanding or realizing how much of a role each of us needs to play every day to ensure that our rights not be violated and the contract respected. A firm understanding of your contractual rights is essential and one can easily obtain information about this and other issues by simply visiting our local website at swfloridaapwu.org.

I have to give our local President Sam Wood credit - the man put together one hell of a site. Anything you need to know is there, links to the Contract, FMLA forms, PSE info, Veterans info, you name it, it's there or a link to get you there. A quick visit to the site can answer many questions you might have and arm you with the knowledge needed.

Recently I had the privilege to represent our local at the Biennal State Convention along with our local President Sam Wood, Vice President Dan Gray and Business Agent Dave Grant. It was a great learning experience for me, for like many of us I did not know exactly what occurred at these conventions. Basically it was non-stop voting from 9 to 5 on our constitution and proposed resolutions for the National Agreement. In other words bringing forth problems that we face with wordage in the contract. Raising proposals to bring to the National Convention on how to change them.

For example; there are no negotiated provisions in Article 8 of the CBA for PSEs to receive Sunday premium pay. A proposal was voted on and passed to resolve Article 8 of the APWU Agreement so that PSEs will receive Sunday premium pay.

This went on all day; every day, and I could not have been more proud being a part of it. For me to say our local had representation would be an understatement. “The Boys were on it” and Sam was wearing the podium out! They went over every proposal with a fine toothed comb and ensured our local’s voice was heard.

I only wish every one of our local members could see the relentless dedication I am surrounded with and witness every day. Working alongside Sam, Dan, Paul, Grace, Felicia, Mickey and Scott is nothing less than inspiring. I have learned so much and continue to learn by simply getting involved and by taking the time to educate myself on the rights that our Union has fought so hard for.

And so, I ask of you all. Take the time and visit our website, ask questions, get involved and “COME TO A MEETING”. I promise you will learn and become stronger at protecting the rights YOU HAVE Fought FOR. See you there!

“You have to learn the rules of the game. And then you have to play better than anyone else.”
Albert Einstein
Several Issues Of Concern For USPS Employees

I will once again address the Voice of the Employee Survey (VOES) since it continues to rear its ugly head.

I will continue to do this on a monthly basis, because it seems members are not paying attention.

Remember all employees will be participating in the VOE one time each year. Once every quarter the VOE is given to a group of employees. This now includes non-career employees (PSEs, CCAs and MHAIs).

The APWU at all levels is asking members to boycott the VOE. National, State and local APWU does not support participation in the VOE.

Our own National Officers both past and present have repeatedly spoken out against anyone’s participation in this program.

Management can make claims and paint a picture however they like that the VOE is a good program and is helping you and your work environment.

First question you should ask – So what has it helped or changed? The answer is - nothing.

Now our Plant Manager at the Fort Myers P&DC is taking employees either one on one or in small groups in an attempt to what I call “bullying” employees into participation.

When you are on the clock and being compensated to listen, you cannot be required to participate and fill out or return your VOE. This is your first class mail sent to you, so I recommend that you politely decline to participate and take your VOE with you.

Managers want you to simply check a box and mail it back right there. By simply checking the box and mailing it back, this now counts as participating. So obviously you see how little they care.

Once again it is your mail, not theirs. The Union is donating $5.00 to COPA in the member’s name, for any member who turns $5.00 to COPA in the member’s name, for any member who turns $5.00 to COPA in the member’s name.

We have contacted our National Officers about this new process of the Plant Manager isolating employees for a VOE meeting. The National Officers have referred this information to APWU legal department for guidance. Hopefully by the time you are reading this article we will have further information for you.

Management recently converted twenty-five (25) PSEs within the Fort Myers Bid Installation to full time career effective April 19th and then unconverted them back to PSE the next day. Managers issued letters, PS Form 50s and benefits packages to the twenty-five (25) PSEs and then went, Oops, didn’t mean it.

I used to tell employees, “Don’t believe it until you see it in writing”. Now, even that has been proven wrong by Postal Service managers. One thing is for certain, if you don’t think something can be screwed up by Postal Service managers, they will eventually prove they can.

This PSE conversion issue has been griev ed by the Union and our position is, as of April 19th the Twenty-five (25) affected PSEs are now career full-time employees.

We will be seeking restoration of all benefits and back pay to the date April 19, plus out of schedule pay based on the hours that management had assigned the employees until management properly places them in full time career positions.

The USPS converted and unconverted PSEs all over the state of Florida. There are some Plants where management left their PSEs in full time status and did the right thing.

At Fort Myers, effective May 17, management converted fourteen (14) of the twenty-five (25) PSEs to NTFT (Non-Traditional Full Time) positions of thirty (30) hours a week. Now granted most of these employees have been working forty (40) plus hours a week, so once again, this is typical stupidity on the part of management. One good thing for the non-OTDL employees within the Management Plant, function one and all tours management cannot give non-list overtime outside an emergency when NTFT positions are utilized. High mail volume and Christmas mail volume in no way constitutes an emergency. Here are some of the rules concerning overtime and NTFTs:

NTFT’s-Overtime Rules:

QUESTION: If, on a particular day, two hours of additional work is necessary, who should be scheduled when the 2 clerks available within the section are: a) qualified non-OTDL NTFT employee (five – 6 hours ending tour at 3:00 PM) for 2 hours of out-of-schedule premium; or b) qualified OTDL transferred schedule FTR ending at 3:00 PM for 2 hour of overtime?

ANSWER: b) qualified OTDL traditional schedule FTR ending tour at 3:00 PM for 2 hours of overtime.

Absent an emergency, a non-OTDL NTFT employee should not be worked beyond their normal daily schedule.

QUESTION: Are NTFT Clerks guaranteed the number of hours in their bid duty assignment?

ANSWER: Yes. The NTFT clerk’s bid duty assignment establishes their minimum daily and weekly guarantee.

QUESTION: When a NTFT employee is routinely scheduled to work additional hours (compensated at the out-of-scheduled rate) each week, must the assignment be reposted?

ANSWER: NTFT employees will normally work the number of hours (daily and/or weekly) identified in their bid assignment, except in an emergency.

QUESTION: Can a NTFT Clerk Craft employee, who is not on the OTDL, be required to work one or more of their scheduled off days?

ANSWER: Effective six months from the signing date of the 2010 CBA (November 23, 2011), full time career clerk craft and motor vehicle employees who are not on the Overtime Desired List and are in an installation with employees working in NTFT duty assignments in the same functional Area, will not be required to work overtime except in an emergency. Article 3F provides the parties’ mutual right to establish a schedule of what constitutes an emergency situation: an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature. In the Motor Vehicle craft, employees may also be required to work overtime in the event of unforeseeable circumstances (e.g., PVS drivers stuck in traffic, weather conditions).

QUESTION: May NTFT OTDL employees be required to work more than 8 hours on any non-schedule day?

ANSWER: Yes. They are subject to the normal overtime rules in Article 8 and the LMOU (including penalty overtime).

QUESTION: May management by-pass a senior holiday volunteer because that employee would be scheduled for their normally scheduled 8 hours on the designated holiday and require a junior non-volunteer to work their designated holiday because they are available for only their regularly scheduled 6 hours on that day?

ANSWER: The LMOU pecking order must be followed. If the LMOU for example requires full-time holiday volunteers to be scheduled by seniority, all qualified and available full-time employees (both traditional and NTFT) would be scheduled in seniority order.

QUESTION: Will full-time employees occupying NTFT duty assignments have their leave advanced at the beginning of the leave year?

ANSWER: Yes.

There are more rules that apply in regards to NTFT positions and usage, so please ask to see your copy if your question was not answered above.

We continually hear about BPI, which stands for Breakthrough Productivity Initiative. This was started by the USPS in 2001. It was supposed to be used to increase, improve and drive productivity gains throughout the USPS.

Allegedly BPI uses comparative monitoring and performance ranking in operating units across the country. Management is supposed to set targets to drive performance toward the goals they want. BPI is also a factor in management bonuses, and that is the real reason BPI is so important.

Remember managers are award ed monetary awards when they meet or surpass performance measures based on work hour savings and productivity goals. So, now we hear how much our BPI sucks and how we need to work faster with less employees.

Remember it is a “fair days’ work for a fair days pay”. There are no required numbers in which you are required to meet.

I would love to see our Plant Manager come out and work by himself on a double zone machine for an eight hour shift. The Union would not file a grievance for performing bargaining unit work for this night, but I doubt the challenge will be taken. I don’t think the Plant Manager could do this for one night much less six days in a row as many of our employees are doing on a regular basis.

Management is continually attempting to staff more and more Automation machines with only one employee. Remember you are

See: Several Issues of Concern

Continued on Page 5
Maintenance employees have been boggled by new safety requirements under the Electric Work Plan (EWP). This plan was put into effect after the USPS was fined by OSHA for electrical safety violations. The Service was threatened by OSHA for non-compliance to the tune of millions of dollars. The Service decided to act - or rather, overreact.

Lest I seem soft on safety, let me give an example of overkill. Management at the Fort Myers P&DC is having all of the Maintenance Support Clerks collect all the $200 plus volt meters, the top-of-the-line, good quality and accurate meters that our Maintenance employees were already issued, and replace them with $90 meters. It’s cheaper to distribute these cheaper volt meters yearly and then throw them away, than it is to have the more expensive volt meters tested for recalibration.

According to the Maintenance employees who actually have to use these meters, it is much safer to use the more expensive equipment and train Maintenance personnel in the certification of the yearly calibration of these meters, than it is to just collect the cheaper version yearly and throw them away.

As for the Postal Service’s complaint, that we are continually bleeding money - duh, yeah. But I digress.

Several Issues of Concern

Continued from Page 4

supposed to rotate between the feeder and sweeper position approximately every thirty (30) minutes, even if you are alone, as the Job Safety Analysis signed by both management and the Union states.

Managers, supervisors and labor representatives for the USPS are claiming that no employee is being forced not to rotate as required every thirty (30) minutes (to prevent repetitive motion injuries) and are blaming the employees for failing to do so in responses to grievances filed by the Union at all levels.

One thing we need to do is clock to the proper operation we are working. If you are on a DBCS, please clock to that operation and do not stay on a manual operation. This is important in grievance processing and in identifying where you are actually working.

This does in fact make a difference in BPI, and being on the wrong operation, greatly affects the BPI numbers and does not show where proper staffing is needed. This greatly affects management claims that there are needs for bids or that we are overstaffed.

I recently attended the Florida APWU State Convention in Orlando. Representing our local at the state convention were Sam Wood, Danny Carinci, Dave Grant and myself. At the State convention we voted for changes to the State Constitution, National Constitution and resolutions were voted on to address issues during the next contractual negotiations which will be occurring soon.

Remember our present contract is up for renegotiation in 2015. The National APWU Convention is in Chicago this July. These resolutions brought forth by all the states delegates will be addressed to all the delegates at national and voted on. Sam Wood has sent out updates via email to most of you on what was discussed and voted on during the state convention so most should be up to date for any members who would like to be on Sam’s email list please contact him.

Many National Officers were present and all addressed the delegates. One main topic addressed was the Postal Contract stations in Staples. This can have a dramatic impact on window clerk positions. The USPS has plans on expanding these contract stations into more Staples nationwide. The USPS plans on expanding these contract stations into more Staples nationwide.

We need to tell all of our family and friends to boycott Staples. One way to stop this is to hurt Staples in their pocketbook and buy all of your office supplies elsewhere. In addition, The National Officers addressed issues of grievance backlogs and RI 399 issues.

This was the first time I met our new National President Mark Dimondstein and was very impressed. He was very down to earth and listened to the members who spoke with him about their concerns.

Remember if you have any questions or concerns please ask to see your Union Steward. Remember your health, family and friends always come first.
Don’t Take Shortcuts Thinking Of PEG

In case you don’t know by now: One of our maintenance co-workers was walked out on May 8, 2014 and (as of this writing) has not been allowed back to work.

The reason stated is there was a safety violation of the EWP (Electrical Work Plan). It is alleged that our co-worker was working on energized equipment without proper PPE (Personal Protective Equipment) affectionately known as the Zalt Suit.

Our co-worker was classified as being unsafe to their self as well as to others. This is known as emergency placement. This person will remain in a non-pay status until management decides what they will do. There is no time limit. It is a very real possibility that this co-worker could lose their job. We have been told that this has happened in Atlanta and in Tampa for the same reason.

The main message that everyone in Maintenance needs to know is don’t take any shortcuts. Put on your gear. As much of a pain-in-the-butt that it is, it may save your life and it will definitely save your job. Nobody can say that you have put too much protection.

Be aware that management is on the look-out and if they are true to their word, there is no second chance. It is true that we have worked safely for many years without the EWP. The reality now is we must abide by the EWP. We can complain all we want, but the fact is that a task that you have performed safely and effectively for many years without the EWP is now unsafe unless you follow the EWP.

There is no logic to this reasoning - only the reality that you will lose your job if you don’t abide by the EWP. I hope that this is clear.

A few weeks prior to the Safety and Health Program Evaluation Guide (PEG) one of the supervisors was cooking the books, i.e., filling out paperwork that should have been performed during the year so that when our records were audited they would be correct.

Another supervisor decided that during the PEG certain hazardous waste (that should have been sent for proper disposal) should be removed from the facility by placing it into one of the maintenance vehicles and the vehicle stored over at VFM.

During PEG a machine was placed out of service because there are no current route sheets were made, but never implemented. The craft employee stated that it sounds like a managerial problem. She (the supervisor) had the gall to state that he (the craft employee) shouldn’t be so condescending.

Directly after the PEG audit, a craft employee went to speak with the Safety Supervisor. During the conversation it was stated that management manipulated the audit (the above three paragraphs). From the apparent lack of investigation by the Safety Supervisor it appears that he doesn’t care either.

MS Walker (the acting Plant Manager during PEG) was kind enough to have a little get-together (buying things out of her own pocket) for the administration personnel (stupervisors and specific Clerks) to congratulate them on a job well done. MS Walker, thank you for caring.

I had the luxury of having a private meeting with the Plant Manager a couple of weeks ago about my annual Voice of the Employee (VOE). She was very informative on what she thought the problems were while she was on detail, but could not explain why people still had bad feelings about their specific supervisors. I tried to explain to her that you are supposed to praise your personnel in public but correct them in private.

It was a nice hour break from work, but I don’t think she was listening to anything I was saying. Hooyah the VOE is definitely working (NOT).

Keith McGee

Lean Six Sigma Continued from Page 1

These Senior Managers in the Lean Six Sigma program often brag or even post their “Belt Color” on social media, in their business profile, or in news articles for all to see. (See Links Below)

http://www.postalreporternews.net /2011/05/18/rucker-named-usps-acting-president-of-sales/
http://www.linkedin.com/pub/bill-sampson/6/122/629
http://www.linkedin.com/in/ajlynthomas

They want to show just how smart they think they are compared to everyone else. Now to be fair, I have to admit that these Lean Six Sigma managers sat through countless meetings, watching their “Sensei’s” attempt to create new ideas that don’t really improve the USPS. They see their “Sensei” as someone who can change their belt color, improve their own status, and their pay grade. Now who would want to earn a “Karate Kid” belt without having to sweat or get physically beat up?

The Belt Colors for Lean Six Sigma are: Yellow Belt, Orange Belt, Green Belt, Black Belt, Master Black Belt.

These Senior Managers are very serious about Lean Six Sigma, but they do have fun during the meetings. In fact, they research or think of jokes to tell during their classes.

Here are three examples:

“Three statisticians go deer hunting. They creep out through the brush and find a good place to hunker down. Soon, a big buck walks up, the first statistician hops up and shoots, missing 10 feet to the right. The second statistician hops up and shoots, missing 10 feet to the left! The third statistician jumps up and yells, “We got him!”

“How many Six Sigma Black Belts does it take to screw in a light bulb? One, but they’ll need 3-6 months and a cross functional team to do the actual work.”

A man is walking across a foggy field, when he hears a voice calling from above. Looking up, he sees another man, in a basket suspended below a balloon.

The man in the basket says, “Excuse me, but I told a friend I’d meet him about half an hour from now, but I seem to be lost. Could you tell me, where am I?”

The guy below replies, “You are in a basket, suspended below a balloon, floating roughly 30 yards, above the ground. You are approximately 32.45 degrees north latitude and 87.11 degrees west longitude.”

Basket-man answers, “You must be a statistician, right?”

“Basket-man, how did you know?” asks Basket-man.

How did you know that??” asks Basket-man.

“Well, you must be in management,” says the man on the ground.”

“How did you know that??” asks Basket-man.

“Well, you must be in management,” says the man on the ground.”

Now I understand that a few individuals may disagree with this article by touting that one positive from the Lean Six Sigma Program.

But, look at the facts. Just this month, the Postmaster General Patrick Donahoe announced that the USPS continues to run a deficit. Really? Shouldn’t the techniques utilized in the Lean Six Sigma Program be working by now? It seems obvious that programs such as Lean Six Sigma that have been utilized by this Postmaster General have not been working.

Problem solving is the essence of what true leaders do. They must create and sustain momentum for the organization they run and the people they serve. It’s not about a color of belt you’ve earned, it’s what you have accomplished for the organization that is key. A true leader sees more than others, farther than others, and opportunities before others. The true leaders in our American history have approached problems through a lens of opportunity, not through a poor or non-existent vision of the future.

The USPS’s DOJO mentality is not and has not been working under the leadership of the current Postmaster General Patrick Donahoe.

It’s time to find a new Sensei.
You Can't Make This Stuff Up

Since I first arrived at the Ft. Myers P & DC, I have personally felt and seen some of the most fishy, petty, stupid, arrogant, totally uncaring, and unfeeling bone-headed actions, but management has now tried to do them all for us. To give, to send letters of congratulations to the PSEs, that you are now a FTR and then later to say “OOPS”, is beyond the pale!

Going regular means a level of security, a chance to bid on a desired job, and a raise in pay, a raise in pay for a job that you never got paid for. If needed, to buy an item for self or a loved one which was out of reach, and then to snatch it away is out right evil. And then the Plant Manager jumps on the Acting Plant Manager for submitting bad BPI numbers. Comes now the question - were these numbers erroneous, or numbers that they did not want submitted?

Since the above was written a number of the PSEs have been coming to me saying “The Time, NTFT, from which I hear is basically the same as a PTR. Not all have been converted, and many are being called back from the stations.

Was a bit shocked by the Plant Manager even thinking that we would have a deliberate slow down, it seems like a case of I thought it, and YOU did not make it so. Last year when the Plant Manager worked a few weeks on Tour 1. I showed (did not say, showed) her four (4) things which were slowing down our production, she took action on NONE! Randy, when he was here for that short period of time, when I showed him what was causing the loss of hours in machine time, had it corrected the next day.

One operator for a DPCS, they have been trying to creep that in for years, citing light machines, and never setting a figure for light, could be run by one person. I have no idea how often it happened, but on a night in early May, there were five (5) machines in the entire building with two (2) persons, I felt so bad that I "volunteered to help on a machine, and I hate the damn things. The Denver studies showed them to be slow motion safety hazards. The idea of killing myself for an unfeeling management, is not in my game plan, if I have to prove I'm a hero, I'll wear my medals to work.

I have to prove I’m a hero, I’ll wear my medals to work. The idea of killing myself for an unfeeling management, is not in my game plan, if I have to prove I’m a hero, I’ll wear my medals to work.

One operator for a DPCS, they have been trying to creep that in for years, citing light machines, and never setting a figure for light, could be run by one person. I have no idea how often it happened, but on a night in early May, there were five (5) machines in the entire building with two (2) persons, I felt so bad that I "volunteered to help on a machine, and I hate the damn things. The Denver studies showed them to be slow motion safety hazards. The idea of killing myself for an unfeeling management, is not in my game plan, if I have to prove I’m a hero, I’ll wear my medals to work.

The American Labor Movement has consistently demonstrated its devotion to the public interest.

It is, and has been, good for all America.

John F. Kennedy
35th President of The United States of America 1961-1963
Southwest Florida Area Local Membership News

We wish to extend our welcome to all new employees coming on board at the United States Postal Service by inviting you to our next SWFAL APWU meeting on June 22, 2014, at the Union Hall located at 11000 Metro Parkway, Unit 8, in Fort Myers.

Meetings are held once a month on Sunday at 9:30am. Be united, protect your job and discover the many benefits of becoming a member of the SWFAL APWU. Join us at our next local meeting - united we can make a positive difference in our workplaces. We look forward to seeing you there!

For those of you that have recently retired who wish to continue receiving The Eagle's Eye newsletter, please email the Editor at Edswfal@aol.com or call Karen at our SWFAL APWU office at 239-275-1007.

We welcome John Franze from Lancaster, Pennsylvania, to the Southwest Florida Area Local APWU! We had the pleasure of meeting John when he attended the May General Membership Meeting. John worked automation in “DB’s Tour I” in Lancaster. John brings APWU experience along with him, having previously served as Trustee at his local in Lancaster! He is now working at Tice and is a SSA/Scheme Clerk.

Congratulations to Ashley Wiser, daughter of Scott and Melanie Wiser! Ashley is the 5th Grade Spelling Bee Champ of Treeline Elementary School in Fort Myers, Florida!

The Eagle’s Eye wishes to extend our congratulations to our 2014 graduates! Good luck to each of you as you pursue your dreams!

Amber Bonham, daughter of Paul and Lorri Bonham, graduated from the 8th grade at Lexington Middle School. Amber is a 3 year Honor Student. Amber will be attending South Fort Myers High next fall.

Southwest Florida Area Local Membership News

In Fort Myers, Sam Wood, President of the Southwest Florida Area Local APWU, led a group comprised of USPS Clerks, Mail Handlers and other supporters of the Stop Staples campaign.

“Staples employees receive minimal training, and the company’s low pay results in high employee turnover,” President Wood said. “With all the concern about privacy and identity theft, that’s just not the right way to handle the U.S. mail. Mail should be handled by highly-trained, experienced postal employees, who swear an oath to protect your letters and packages and who are accountable to the American people. This program is compromising service to our customers, and taking away good, stable jobs and replacing them with low-wage jobs,” President Wood stated.

In a show of solidarity, Florida AFL-CIO Field Staff Representative Michelle Guerin was also on hand to support the campaign.