

SCRIBE ARTICLE FOR THE NOVEMBER 2006 POSTAL RECORD

We recently received some important Step B decisions regarding FMLA. The decisions read; Management, specifically the District's FMLA coordinator, violated the National Agreement and the Family Medical Leave Act. All leave will be changed to reflect FMLA protected leave and will be annotated on the 3971's and 3972's as appropriate.

It is a shame that the Capital District saw fit to make these new management positions, that being two FMLA coordinators. It is crystal clear that their job is to deny FMLA by any means necessary. Of course management will deny this. Management will say, the FMLA coordinators were established to help the employees with their FMLA claims. Management can lie and put any spin they want on the reason for establishing these evil and wicked FMLA coordinators, but the employees know what the real scoop is.

The Family and Medical Leave Act was passed by Congress in 1993. We had relatively few grievances for 12 years. After the FMLA coordinator positions were established, nearly all requests for FMLA ended up in the grievance procedure. I'm sure the violations will continue, and we will seek ESCALATING REMEDIES to deal with the repeat violations. Until we achieve huge monetary remedies, upper management will ignore the FMLA violations occurring. It is so insulting when we hear the Area and District managers say that the employees come first. Employees who apply for FMLA are usually severely injured or very ill and cannot cope with the additional hassles of having their FMLA denied because an i wasn't dotted or a t wasn't crossed. We even had an employee who suffered a broken neck get his FMLA denied.

We will not give up our FMLA rights no matter how many unethical FMLA coordinators the District throws at us!

IN THE STRUGGLE

Kenneth Lerch
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