

SCRIBE ARTICLE FOR THE MAY 2009 POSTAL RECORD

We received an arbitration decision that is one of the most important ever attained by our branch. Due to the unconscionable behavior of the supervisor out of the Diamond Farms unit, we initiated a grievance citing a violation of the JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORKPLACE. The grievance was sustained and the arbitrator wrote the following; "The Postal Service will reassign Mr. Aldana to a supervisor's position at another Post Office or any other position at another Post Office as it deems appropriate. Within three months of this decision, supervisor Aldana shall receive sensitivity training-training geared to learning how to proactively avoid words and actions that can be perceived as disrespectful or intimidating by others as well as training to only reflect the positions of the USPS and not his own personal positions or views, especially with regard to overtime." Great work to all the Shop Stewards involved (Hugh McElroy, Mathew Ackah, Chris lively, Chester Crews) and to our NALC arbitration advocate, Del Wilson!

An arbitration victory where the Union is successful in moving a supervisor out of their unit is extremely rare. Even nationwide, a success like this is very uncommon. This supervisor had initiated a reign of terror against the Carriers at Diamond Farms for years. We endured hundreds of disciplinary actions and suspensions as well as the daily arguments and battles with this supervisor due to his improper conduct.

Please visit our web site set up by Union Brother Chuck Clark at ([WWW.NALC3825.COM](http://WWW.NALC3825.COM)). We have added important Step B decisions, Formal A settlements as well as arbitration decisions and some contentions. You can see how much money each supervisor in the nation makes. You can also see the number of stops on each route, and detailed colored maps for every route in the country!

IN THE STRUGGLE,

Kenneth Lerch  
President NALC 3825