

PLANT MANAGER (A)
MONMOUTH P&DC



November 21, 2000

MEMORANDUM FOR: ALL MDO's
Julio Masdiaz
Anthony Nappo
Charlie Iadimarco
Greg Cooke
SDO's/SMO's

Re: Performance of Bargaining Unit work

This memo has been sent to you several times in the past on supervisors performing bargaining unit work.

Article 1.6 of the National Agreement states:

- A. Supervisors are prohibited from performing bargaining unit work at the post office with 100 or more bargaining unit employees, except:
1. in an emergency
 2. for the purpose of training or instruction of employees,
 3. to assure the proper operation of equipment;
 4. to protect the safety of employees; or
 5. to protect the property of the USPS.

This does not get any clearer than what is stated in this article. You are in violation and the ongoing practices of performing bargaining unit work must CEASE at once. We have paid out numerous claims to both unions for this violation.

The responsibility of a supervisor is to get work done through people. The unions state that they have no problem with management getting the employees to perform their duties. Why then do we appear to have such a problem with this concept?

This has been asked several times before; are you willing to accept the responsibility and consequences for the payment of overtime for work not performed? If you are, you can disregard this letter as you have done in the past. If you are not willing to accept this responsibility, then manage your resources.

A handwritten signature in black ink, appearing to read "Joseph Bramante".

Joseph Bramante
A/Plant Manager

cc: file

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EATONTOWN NJ 07799-9999

FAX: