

SPECIAL EDITION

Management's Struggles to Improve Performance

Management identifies a problem and comes up with a solution; the supervisors aren't supervising, so let's go lecture the workers. This makes NO sense. It's disrespectful to our members who come to work everyday, do their best, and show they are the best workers in the world.

Yesterday managers in AO&M started holding meetings on all shifts to talk about some of the rules they intend to enforce on the base. Manager Troy Sokolowski met with crews to review ten (10) rules in the areas, Safety, Compliance and Schedule, they intend to enforce. You can expect the other managers in AO&M will follow suit in the coming days.

Why is management choosing to focus on these 10 areas to enforce work standards? Apparently, Tulsa management believes enforcing these rules will improve dock performance.

Management's job is to address work issues with individuals who aren't following the rules. Lecturing the workforce isn't going to fix the problem of a few people who need to be reminded of policies and procedures. We are a workforce of professionals who deserve to be treated like professionals. So, our message to management is....

"Don't punish the TWU because your supervisors aren't supervising."

From a Safety perspective a couple of the issues management is addressing are clearly important for us to follow. Wearing safety harnesses, and other safety equipment is a good rule that should be observed. Using

phones or IPODs around the airplane should also be avoided. We all want to go home safe and healthy at the end of the day.

We don't see the need for management to lecture the whole workforce on the rules. If a manager or supervisor sees someone violating a policy or working under unsafe conditions, they should address that person directly.

What to do if a supervisor or manager addresses any of these issues with you: Contact your Shop Steward.

The bottom line for management is they need to discover the real source of production problems. Management won't be able to focus on the true causes of their production problems until their search for rule violators comes up empty.

Management has given everyone a heads-up that they will be looking for the opportunity to write people up. So, work within the policies and procedures of Tulsa Base, Stay Safe, Help those around you stay safe. Let management discover their production problems start with management.

Insolidarity,



Steve Luis, President

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