

Sex, Violins, and Drugs

(edited)

- In my former job as a Manager I had to be very careful about what I wrote. I still do, however I can write words like SEX now without fear of a grievance! SEX, SEX, SEX! I'll write it again, SEX, SEX, SEX! There! After 20 years, I've been able to write the forbidden word! I won't be writing about SEX though, my wife said I should stick to topics I know about...
- Violins is another topic. I'll steer clear of it.

DRUGS are what I'd like to discuss with you. I suspect, there may be some Managers and Higher Level Managers on DRUGS! **Mandate DRUG testing!** Let's consider these FIVE TRUTHS to be self-evident to those who are NOT on DRUGS:

If you are NOT ON DRUGS, you know that:

1. Changing a formula does not increase productivity.
2. There is no computer program that will serve as a panacea for saving time out here on the front lines.
3. Those who rely solely on DOIS for your route's 3996 approvals may be on DRUGS **or perhaps just clueless**. They should try a Batman decoder ring instead. It's just as good for this task. What are all the factors involved deciding in a 3996?
4. **ANYONE WHO HASN'T CARRIED MAIL FOR AT LEAST ONE WEEK IN THE PAST FOUR MONTHS CAN DO THIS ORGANIZATION NO GOOD IF THEY ARE IN A DECISION MAKING CAPACITY.**
5. Managers need to **GET OFF THEIR BUTTS** and help instead of hinder!

For those who may be on DRUGS or just walk around like they're in OZ, here are FIVE LIES that they can blindly believe in and to carry out orders by.

You may be on drugs if you believe:

1. **You can squeeze the formulas for unobtainable goals so that getting part of the way there will be just enough.** (Yes, this is a silliness in management that we pay for daily. HQ says to save 1%, Area then translates that into a 2% savings, District says they're good to go to a 4% cut, the Postmaster mandates a 5% savings or the supervisors will be in trouble, and the guys with the clipboards start pushing you for a 7% reduction in hours under the Same Period Last Year [SPLY] until it becomes a hostile work environment.Ask your supervisors what their goal is compared to the SPLY!)
2. **There are newer computer programs with really clever names that will make everything all better!** (I was told the following over twenty years ago by an old Division Manager, "Computers? Keep'em locked up! Otherwise, they'll be used as a crutch and it'll all go to hell!"... I used to disagree with him.)
3. **All carriers should ONLY be approved for what is in DOIS.** (I was told this during a job interview once... I disagreed with the guy who said it because such a notion is at the lowest level of intelligence. We argued. He didn't hire me as the Manager of Delivery in his District.)
4. **Even if you've never carried mail, you can manage just as effectively as if you did.** (If I had known then as a manager, what I know now as a carrier, I could have been much more successful and, hopefully, not as intolerable through my lack of perspective...)
5. **You can fool all of the carriers all of the time!** They will never catch on. Keep them close to their comfort zone and distracted. (Can anyone say "Water cooler Committee?" This tactic still works in some offices. In other offices, carriers are waking up to doing something about their environment.)

So, there we go. At some point, someone in management with courage needs to start a process of ensuring that all EAS (managerial) personnel carry mail for a full week every four months. They will then learn what I am learning and **what you've been trying to tell me for years.**

Perspective, I'm told, leads to Enlightenment which produces Success which results in Happiness. A Lack of Perspective leads to cluelessness which produces Failure, which, if it continues, will result in a collapse of America's Mail System. From the Postmaster General on down, and even to our Union Leaders. All need to feel what it's like on the front lines, and feel it often enough for things to change for the positive.

1 Week every 4 Months.

So, if you have the guts. If you care. If you are not just a passive observer in your life. Politely and persistently persuade your boss and all tie-wearing, clipboard-carrying, computer-connected persons that you meet, to carry mail for one week every four months, so that they will gain Perspective. Help rehabilitate them! And by the way, I don't really believe any of the managers are on drugs or anything. You may disagree because of the ridiculous head-in-the-sand approach used to improve the nation's mail service may be making you feel that way.

I can tell you that most managerial personnel are pressured and freaked out. I can testify to the fact that they are fearful of going against the flow or telling the Emperor that his new Clothes don't really exist. I assure you that there is great hope for our nation's hard copy communications stream if we all participate and have perspective. I can say this from experience.

Next time I write, I will reveal a mystery to you. I will show you how, using publicly released statistics from the USPS, we have all been misled to believe that the carrier hours are the impressive quotient in our Total Operating Expenses nationally. In other words, I will reveal what percentage of the USPS costs, we, The Letter Carriers, really represent, and where true savings can be found. It will shock you. Management will hate me because we have been used as their path of least resistance and they don't like change. I will answer the question as to how we became scapegoats when it comes to the budget. You will see how the answer to efficiency is hiding and is hidden !

America Needs You. Work Safe. Work Smart. See you at the Union Meeting!

Guy Nohrenberg, Letter Carrier
Former Station Manager



**Guy Nohrenberg: his
first scan to the street**