

Workers Memorial Day a reminder to fight for workers' rights and safety

On Workers Memorial Day, Monday, April 28, the world will remember workers who have been killed or injured on the job. This year's commemoration marks the 54th anniversary of the enactment of the Occupational Safety and Health Act. Signed by President Richard Nixon on Dec. 29, 1970, this law made employers responsible for providing safe and healthy workplaces for their employees. Workers Memorial Day is held on April 28 in observance of the day that the act took effect in 1971 and that the Occupational Safety and Health Administration (OSHA), an agency established by the new law, opened its doors.

The day is a time to mourn and reflect, of course, but also to renew our call for safety in the workplace.

One way to ensure that letter carriers remain safe on the job is to uphold our right to be treated with dignity and respect. NALC works to highlight management's obligation and both parties' intent to ensure a working environment free from physical dangers, threats, intimidation, harassment and violence.

The *NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect* brings together tools, documents and guidance on these matters. The booklet is available to all members at nalc.org through the Members Only portal.

The guidebook contains the Joint Statement on Violence and Behavior in the Workplace (M-01242), with guidance on the pertinent sections to cite for various violations. The guide addresses how to document significant events on the workroom floor that may later be used to support grievances.

It also walks stewards through the five key elements required to handle grievances successfully. It is a valuable resource for branch representatives who need to deal with any number of workplace situations.

"Unfortunately, there are too many instances of mistreatment of letter carriers," NALC President Brian L. Renfroe said. "It was the parties' intent that all postal employees be able to work in a safe environment where they would receive the respect they deserve. We created this booklet to give NALC representatives guidance on using the tools available to address any mistreatment." **PR**

