

Attendance

Date: MAY 23, 2020 Time: 8:00 AM

Employee: HARD WORKER

EIN: 00000000

Union Rep: BAD ASS

MGMT Rep: BIG DUMMY

Other Attendees: NONE

**Question #1**

Do you understand that this is an investigative interview and the answers you give will help determine what action, if any, will be taken, up to and including removal from the Postal Service as per Section 665.6 of the Employee and Labor Relations Manual, also known as the ELM?

**665.6 Disciplinary Action**

***Postal officials may take appropriate disciplinary measures to correct violations of the regulations referred to in 665***

**Answer #1**

I UNDERSTAND THAT THIS IS AN INVESTIGATIVE INTERVIEW BUT THIS IS THE FIRST I AM EVER HEARING OF WHATEVER YOU SAID ABOUT LABOR RELATIONS.

I WANT TO SPEAK WITH MY STEWARD BEFORE THIS GOES ANY FURTHER.

BIG DUMMY: YOU CAN SPEAK TO YOUR STEWARD AFTER WE ARE DONE HERE!

**Question #2**

Are you aware that you are required to cooperate in a postal investigation, per Section 665.3 of the ELM?

**665.3 Cooperation in Investigations**

***Employees must cooperate in any postal investigation, including Office of Inspector General investigations.***

Answer #2

AGAIN, I DON'T KNOW ANYTHING ABOUT WHAT YOU ARE REFERENCING.

Question #3

Are you aware that you are required to uphold the policies and regulations of the Postal Service, per Section 665.11 of the ELM?

***665.11 Loyalty***

***Employees are expected to be loyal to the United States government and uphold the policies and regulations of the Postal Service.***

Answer #3

I DON'T KNOW ANYTHING ABOUT THAT. THIS IS THE FIRST TIME YOU OR ANYONE ELSE HAS SAID ANYTHING LIKE THIS TO ME.

Question #4

Are you aware that you are expected to discharge your duties conscientiously and effectively, per Section 665.13 of the ELM?

***665.13 Discharge of Duties***

***Employees are expected to discharge their assigned duties conscientiously and effectively.***

Answer #4

I DON'T KNOW ANYTHING ABOUT WHAT YOU ARE REFERENCING, HOWEVER, I DO WORK CONSCIENTIOUSLY AND EFFECTIVELY. IN FACT, YOU TOLD ME JUST YESTERDAY THAT THE STATION WOULD NOT BE ABLE TO GET THE MAIL DELIVERED WITHOUT ME AND THANKED ME FOR BEING HERE AND WORKING SO HARD, DID YOU NOT?

BIG DUMMY: I ASK THE QUESTIONS. YOU ANSWER THE QUESTIONS. THAT'S HOW THIS WORKS!

BAD ASS: YOU ASKED THE QUESTION. HE ANSWERED THE QUESTION AND THEN ASKED YOU A QUESTION. NOW YOU CAN ANSWER HIS QUESTION.

BIG DUMMY: THIS IS MY INTERVIEW. I'M NOT ANSWERING QUESTIONS AND YOU ARE BEING DISRUPTIVE TO MY INTERVIEW.

BAD ASS: LET'S MOVE ALONG BIG DUMMY. YOU ONLY GET PAID BECAUSE OF THE WORK WE DO, AND WE HAVE PLENTY OF WORK TO GET DONE.

**Question #5**

Are you aware that you are expected to obey the instructions of your Supervisors, per Section 665.15 of the ELM as well as Section 112.21 of the M-41 Handbook, which is the City Delivery Carrier Duties and Responsibilities?

***ELM - 665.15 Obedience to Orders***

***Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels***

***M-41 - 112.21 Obey the instructions of your manager.***

**Answer #5**

I DON'T KNOW ANYTHING ABOUT THESE BOOKS YOU KEEP REFERENCING AND YOU KNOW YOU HAVE NEVER SAID ANYTHING ABOUT THEM TO ME. I DO KNOW THAT I AM SUPPOSED TO DO WHAT I AM TOLD THOUGH.

DID YOU TELL ME TO DO SOMETHING THAT I DID NOT DO?

BIG DUMMY: I AM ASKING THE QUESTIONS.

BAD ASS: HE CAN ASK QUESTIONS AS WELL. YOU NEED TO ANSWER HIS QUESTIONS JUST AS HE IS TO ANSWER YOUR QUESTIONS.

BIG DUMMY: YOU ARE HERE BECAUSE I ALLOWED YOU TO BE HERE. YOU ARE TO SIT THERE, KEEP YOUR MOUTH CLOSED AND TAKE NOTES.

BAD ASS: YOU SURE THAT'S WHAT YOU WANT?

BIG DUMMY: I WON'T TELL YOU AGAIN, SHUT YOUR MOUTH!

**Question #6**

Are you aware that an unscheduled absence, as defined by Section 511.41 of the ELM, is defined as any absence from work that is not requested and approved in advance?

***511.4 Unscheduled Absence***

***511.41 Definition***

***Unscheduled absences are any absences from work that are not requested and approved in advance.***

**Answer #6**

I DON'T KNOW ANYTHING ABOUT THAT.

**Question #7**

Are you aware that you are to maintain your assigned schedule and make every effort to avoid unscheduled absences, per Section 511.43 of the ELM, as well as report for work promptly as scheduled, per Section 112.22 of the M-41?

***ELM - 511.43 Employee Responsibilities***

***Employees are expected to maintain their assigned schedule and must make every effort to avoid unscheduled absences. In addition, employees must provide acceptable evidence for absences when required.***

***M-41 - 112.22 - Report for work promptly as scheduled.***

**Answer #7**

WHY DO YOU CONTINUE TO ASK ME ABOUT THESE BOOKS? I DON'T KNOW ANYTHING ABOUT THEM AND NOONE INCLUDING YOU HAS EVER SAID ANYTHING ABOUT THEM TO ME. HAVE YOU EVER SAID ANYTHING ABOUT ANY OF THIS STUFF YOU ARE TALKING ABOUT TO ME?

**Question #8**

Are you aware you are expected to be regular in attendance, per Section 665.41 of the ELM?

***665.41 Requirement of Regular Attendance***

***Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service.***

**Answer #8**

WHAT ARE YOU TALKING ABOUT? I DON'T KNOW ANYTHING ABOUT THAT BOOK BUT I COME TO WORK EVERY DAY EVEN WHEN I AM SICK. YOU TOLD ME A COUPLE MONTHS AGO NOT TO COME IN IF I AM SICK SO I STAYED HOME WHEN I HAD THE FLU AND I GAVE YOU THE INFORMATION FROM THE DOCTOR. DIDN'T YOU TELL ME TO STAY HOME? WHAT IS GOING ON HERE?

BAD ASS: CALM DOWN HARD WORKER.

BIG DUMMY: YA, YOU NEED TO CALM YOURSELF DOWN RIGHT NOW!

BAD ASS: YOU NEED TO STAY ON POINT BIG DUMMY. I'M FRUSTRATED JUST LIKE HE IS, YOU ARE TRYING TO SET HIM UP FOR DISCIPLINE AFTER INSTRUCTING HIM TO REMAIN AT HOME. YOU JUST DON'T WANT TO ADMIT TO YOUR BOSS THAT YOU ARE THE ONE THAT TOLD HIM TO STAY HOME.

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**BIG DUMMY: THAT'S IT! I'VE ALREADY WARNED YOU! GET THE HELL OUTTA MY OFFICE!**

**BAD ASS: OKAY, IM NOT LEAVING BUT I'LL BE A SILENT OBSERVER IF THAT'S WHAT YOU WANT.**

**BIG DUMMY: THAT'S FINE BUT DON'T TALK ANYMORE.**

**Question #9**

A review of your recent attendance record has revealed various deficiencies and inconsistencies, and I would like to address the same with you at this time.

Date	Amount (Hours/Units)	Leave Type	Scheduled or Unscheduled
1/21/2020	8	SL	USL
5/2/2020	8	SL	USL
5/3/2020	8	SL	USL
5/4/2020	8	SL	USL
5/5/2020	8	SL	USL

Having reviewed these absences with you, do you understand why I would consider your recent attendance record deficient and inconsistent?

**Answer #9**

**NOT AT ALL. MY ATTENDANCE IS NOT DEFICIENT OR INCONSISTENT IN ANY WAY. YOU ARE THE ONE THAT TOLD ME TO STAY HOME. DIDN'T YOU TELL ME TO STAY HOME?**

**BIG DUMMY: JUST ANSWER THE QUESTIONS!**

**Question #10**

Having reviewed these absences with you, would you consider your recent attendance record acceptable?

**Answer #10**

**I JUST ANSWERED THIS QUESTION. MY ATTENDANCE IS ACCEPTABLE!**

**Question #11**

Can you explain to me in your own words the reasons for the deficiencies and inconsistencies in your attendance record for each of the dates that are listed above? (Each date must be answered for separate)

**Answer #11**

**I DON'T HAVE ANY DEFICIENCIES OR INCONSISTENCIES IN MY ATTENDANCE RECORD!**

**Question #12**

Can you explain to me in your own words what you feel you would need to do to correct these deficiencies and inconsistencies in the future?

**Answer #12**

**THERE IS NOTHING THAT NEEDS TO BE CORRECTED. YOU ARE THE ONE WHO TOLD ME TO STAY AT HOME. WHY WON'T YOU ADMIT THAT YOU TOLD ME TO STAY HOME?**

**BIG DUMMY: I DON'T ANSWER YOUR QUESTIONS!**

**Question #13**

Has your attendance previously been addressed with you by a Manager or Supervisor, and on any of those occasions was a Union Steward present?

**Answer #13**

**BAD ASS: HOLD ON. IF YOU HAD AN ATTENDANCE REVIEW OR AN ARTICLE 16.2 DISCUSSION WITH HARD WORKER, AND THAT'S A GIGANTIC "IF", THERE WOULD NOT BE A UNION STEWARD PRESENT. WHY ARE YOU TRYING TO SET HARD WORKER UP? HE IS, AFTER ALL, A HARD WORKER!**

**BIG DUMMY: HE HAS HAD HIS ATTENDANCE PREVIOUSLY ADDRESSED. HE HAD A LETTER OF WARNING FOR ATTENDANCE FOR ATTENDANCE NOT TOO LONG AGO. THAT'S WHY HE IS GONNA GET A SUSPENSION THIS TIME.**

**BAD ASS: DID YOU REVIEW HIS ATTENDANCE WITH HIM AND EXPLAIN THAT HIS ATTENDANCE WAS UNACCEPTABLE PRIOR TO THIS INTERVIEW?**

**BIG DUMMY: I'M NOT ANSWERING YOUR QUESTIONS!**

**Question #14**

Are you aware of the Employee Assistance Program (EAP)?

**Answer #14**

YES

**Question #15**

Would you like information for EAP?

***Employee Assistance Program (EAP)***

***Local Number***

***www.EAP4YOU.com***

**Answer #15**

**YES**

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### Question #16

Is there anything else you would like to add, or feel I should know at this point?

### Answer #16

BAD ASS: YOU SAID SOMETHING ABOUT BEING REGULAR IN ATTENDANCE. CAN YOU EXPLAIN TO HARD WORKER WHAT "REGULAR" MEANS PLEASE?

BIG DUMMY: IT MEANS REGULAR.

BAD ASS: OK. REGULAR TO ME MEANS MORE OFTEN THAN NOT. IS THAT WHAT YOU ARE TELLING HARD WORKER, MORE OFTEN THAN NOT?

BIG DUMMY: NO! IT MEANS THAT HE IS SUPPOSED TO BE HERE WHEN HE IS SCHEDULED.

BAD ASS: OH, OK. YOU MEAN HE IS SUPPOSED TO BE PERFECT IN ATTENDANCE.

BIG DUMMY: WE ARE DONE HERE! GET OUT OF MY OFFICE AND GET BACK TO WORK!