



# The CURE or The DISEASE



As we fight to improve and defend the rights of mail handlers everyday on all levels, we are once again reminded of what it would be like without the right to collectively bargain over wages, benefits, and working conditions and then defend those bargains. The unprecedented reversal of the jurisdictional determination on the Small Parcel Sorting System (SPSS) by the Postal Service is another example of the enormity of the rights we enjoy and the power those rights can wield. Without those rights, which include the right to challenge the employer when it violates the contract, which we all know is an inevitability, our darkest fears would be realized on a daily basis. At will employment, harassment of all types, intimidation, unsafe working conditions, obviously lower wage and benefit packages would be the norm with very little recourse for hard working mail handlers. We have successfully bargained Health Benefits, Higher Wages, Night Shift Differential, Sunday Premium, Annual Leave up to 5 weeks per year, Sick Leave 13 days per year, Job bidding, Work Rules, both National and Local, Cost of Living increases, Layoff protections just to mention a few. The overwhelming majority of you understand, re-

spect and appreciate the rights we have and the gains we have made and support your Union wholeheartedly. Without you everything we have would be in jeopardy.

On the other hand, we are ever amazed by those mail handlers who choose to sit on the sidelines and reap the benefits of collective bargaining while the rest of us stand up and are counted. One irony of their non-Union stance is that they generally have they most to say about the place they work. The greater irony however, is their apparent disdain, feigned or real, for the very organization that provides the benefits they have been granted. The hypocrisy of their status may be even greater as somehow they believe that in a Postal environment without the Union or in a world where we have no rights and no opportunity to push back on the abuses we experience now, that their lives would be better. Their logic, if you can call it that, is beyond this proud Union member. Reach out to these misguided co-workers and urge them to do the very least to protect themselves and JOIN THE UNION!

In Solidarity,  
John Gibson

## Submit Your Contract Proposals: Deadline September 30th, 2015

See Any Union Representative for assistance or visit [www.npmhu.org](http://www.npmhu.org) or [www.npmhu308.org](http://www.npmhu308.org) for Details.

### Local 308's 4th Annual Picnic

