



THE FUTURE IS NOW!



In a matter of months, a collision of events will occur that may very well determine our future as Postal Employees. If you are not already tuned into our collective bargaining process or the legislative and political maneuverings in Washington DC, now would be a good time to pay attention. Although a moratorium has been announced on closings and consolidations until May 15, 2012, thanks to the efforts of Senator Bernie Sanders (I-VT) and others, the Postal Service marches on with its knee-jerk over-reaction to an anemic economy and a fiscal burden created by a Republican Congress and signed into law by George W. Bush. Our fates will undoubtedly hang in the balance as Postal headquarters and the United States Congress concoct ways to destroy decent middle class jobs on their way to squeezing every nickel out of hard working Postal employees, by replacing them with casuals, PSE's, or other low-wage, limited or no-benefit employees. The resulting public relations disaster created by Postal headquarters would befuddle a first year marketing student. The strategy of announcing to the world that we are going to raise rates and simultaneously degrade service and then to expect an outcome other than to drive more customers away from the Postal Service is astounding. Those who have at-

tended any of the Area Mail Processing (AMP) public meetings will know that the Service's power point presentation includes charts and graphs projecting the decline of first class mail by 60% by the year 2020 down to 39 billion pieces a year. The Service seems to be committed to speeding up that decline. I suggest we take the novel approach of advertising our strengths like the world class service we provide with the lowest rates in the industrialized west. The announcement alone of a degradation of service standards for first class mail will only drive the public away from all of our other products.

As many of you know, the ultra-aggressive AMP initiative rolled out by Postal Headquarters in September of this year, with its plan to eliminate 252 mail processing facilities nationwide, relocating tens of thousands of employees and their families, in some instances, hundreds of miles away, is contingent upon the change in service standards. In addition, as previously reported, the lion's share of savings is a result of reducing complement and cutting salary. This can only occur through an early retirement incentive for which the Postal Service, currently, cannot afford. Legislative action is needed for an early out to materialize. All of these elements will soon coalesce from

the muck that is Washington and our fate will be decided. It is not too late to act however. While our National Leadership fights to achieve a fair contract, recently extending talks until January 20, 2012, the legislative muscle of this Union lies with its members. Please take a few minutes to contact your senators and your congressional representative and let them know that they should do everything they can to protect the American institution that is the United States Postal Service. Simply go to NPMHU.org, click on the Legislative tab and follow the prompts to identify and/or contact your representative. To sign up for Legislative updates from your Union just enter your e-mail address in the top right block on the site's home page. Let them know what you think about the attack on the middle class and the Postal Service. Tell them to vote against any anti-worker bill like HR-2309 proposed by Darrell Issa (R-CA) and supported by Dennis Ross (R-FL). You can make a difference, we can make a difference, but most of all...

**Get engaged Brothers and Sisters,
The Future is Now!**

In Solidarity,

John Gibson

Strength In Numbers

There is power in the voice of the people just as there is power in the right to collectively bargain. These truths exist only if we are engaged in the social and political process. Union rights...human rights and the legislative process are inextricably intertwined, it has always been this way and complacency is our greatest obstacle. Not since the dawn of the Labor Movement has the need to stand together been any more obvious or necessary. Not only as Mail Handlers and Postal Employees but as working Americans. Brothers and Sisters we are the 99% and the 1% has been kicking us in the pants for far too long. The disparity in wealth between the richest 1% of the country and the rest of us is at an all time high and growing. It is indeed ironic that those who would stand against the working men and women of this country, charging us with class warfare when it is the 1% who have been waging war against the middle class, squeezing every cent they can out of working people while promoting more and more tax breaks for the so called "job creators". I urge those who are not members of the Mail Handlers Political Action Committee to join the fight. Contact any Mail Handler Union representative for information on how you can join the fight or go to npmhu308.org for information on how to become engaged.

ARTICLE 12 TRAINING HELD

As many of you now know, Article 12 of the National Agreement has become the center of our contractual universe. The involuntary movement of employees from installation to installation or craft to craft once just an obscure concept has become the reality for thousands of Postal employees across the country and hundreds of Mail Handlers within the jurisdiction of Local 308. Article 12 controls all movement of employees as well as the seniority and bidding rights of those who are moved. It obviously has an impact on those who are employed in an installation where reassigned employees arrive, potentially changing their relative



Paul Hogrogrian makes a point

standing in the facility. Well before the management AMP bomb was dropped on craft employees by Postal Headquarters, Local 308 invited two of the top Article 12 minds in the country to review and discuss the in-

tricacies of the most complex part of the contract. Eastern Vice President Sam D'Ambrosio and Northeastern Vice President & Local 300 President Paul Hogrogrian conducted a day long seminar for Branch Presidents and other representatives of the Local. With complex contractual language at the center of our discussion there was plenty of room for spirited debate. The representatives in attendance fully understand the uncertain times we live in and protecting the rights of those we represent is absolutely critical. As the impact of the Service's AMP machinations unfolds, the information shared and discussed will certainly provide a great foundation as we face the challenges ahead.



Sam leads the class



Article 12 Seminar Attendees

NATIONAL CONVENTION 2012

In accordance with the National and Uniform Local Union Constitutions this Local will be sending 1 automatic and 9 elected delegates to the 2012 National Postal Mail Handlers Union National Convention to be held in Portland, Oregon

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August 6 through August 11. Notices of nominations have been mailed to every member of Local 308 and shall be posted on authorized bulletin boards in each facility within the jurisdiction this Local. Nominations can be made by Certified, Registered, or Express Mail or during the Nomination Meeting which will begin 10:00 AM on Saturday January 7, 2012 at Local Union Headquarters.

*NPMHU, Local 308
President's Report
December 2011*



*Happy Holidays
from
Local 308!*