



What's Next



On Saturday March 21st, 2026 Local 308 swore in its elected and reelected officers for the 2026-2029 term of office in front of scores of members, friends, and family. (Additional images and video of the festivities are available on the Local's website @npmhu308.org.) The next three years that will face all mail handlers, not only within the jurisdiction of Local 308, but all thirty-six Locals across the nation, will be full of challenges. Of course, the day to day aggression against our contractual rights perpetrated by the employer's representatives is a constant and we fight that battle every day, but we are also in the midst of negotiating a successor contract to the 2022-2025 National Agreement. Collective bargaining for a new contract began last June and continues...slowly. Thus far the Postal Service is unwilling to address the elephant in the room and that is the inequity in the pay scale for all those hired after February of 2013. The inequity, which grows each time a Cost of Living Allowance (COLA) increase occurs, is the proportional COLA. (I have a related article regarding the history of how the proportional nightmare ended up in our laps in the current

National Mail Handler publication available @ npmhu.org.) In my view, without significant improvements in the proportional pay scale there cannot be a negotiated agreement. That means the possibility of settling this matter in front of a panel of arbitrators in Interest Arbitration is more likely than not and this will take time. It is certainly recognized by our representatives at the national level that most are anxious to settle and lock in pay increases and other benefits as quickly as possible and move on. But we urge patience and not a hasty, and therefore inadequate conclusion to this round of bargaining. We should not be willing to take just anything they toss our way. The Mail Handler Union has sacrificed equity in our pay scale compared with other postal employees for more than a decade now, we deserve more, and that is worth fighting for. Sisters and Brothers, the final outcome of negotiations cannot be known but what I do know is that we would prefer to go down swinging for what is right than to just lay down our arms.

In Solidarity - John Gibson



L to R: Ottina Fallz Phila P&DC Branch President, Joseph Lutcavage Harrisburg Branch President, Sean Craig Lehigh Valley Branch President, John Gibson Local President, Bob Glycener Scranton Branch President, Shelby Root PA State Executive Board Member & Lancaster Branch President, Gene Jones NJ State Executive Board Member & South Jersey Branch President, Paul Hogrogian National President, Robin Butts Wilmington Branch President, Kris Keehn Trenton Branch President, Brian Clark DE State Executive Board Member, Joe Zelenenki Recording Secretary & Phila NDC Branch President, Chris Lee Vice President, Michael Rembelinsky Treasurer, Kevin Tabarus National Secretary Treasurer

Nuts and Bolts

As many already know, grievance activity throughout the Local has always been robust and 2025 was no exception. The total number of settlements achieved at Step 1 and Step 2 of the grievance arbitration process, (These are grievances argued and resolved inside of the facility) exceeded 2,600 and put more than a million dollars back in the pockets of mail handlers for the harm caused by agents of the employer. We thank all those stewards who are aggressively protecting the rights of

mail handlers for the work they do everyday. We also continue to focus on fine-tuning our grievance preparation and execution with hands on guidance for stewards and other on-site representatives throughout the local.

On another note, the Local has filed its Labor Management (LM-2) Report, which is now posted on the Department of Labor website under the Office of Labor Management Standards. We are pleased to report that the Local's assets have increased year over year by 21%. Local 308 shares the lowest dues rates in the country with two other Locals while enjoying a robust balance sheet and it is our intention to keep it that way. *In Union Solidarity - John Gibson*

2025 Step 1 and Step 2 Settlements			
<u>Discipline</u>	<u>Contractual</u>	<u>Total</u>	<u>Remedy</u>
648	1996	2,644	\$1,005,274