



# CONTRACT VOTE



As announced by our National Office, contract ratification ballots were mailed to all eligible members on February 18, 2020. First and foremost we urge you to vote, either to ratify or reject the terms negotiated by our National Negotiating Team, but be sure to exercise your right to vote. The ballot package contains the contractual changes negotiated and should be carefully reviewed. Some of the important terms include retaining, what I believe to be, the three main pillars of our contract with the USPS:

- **Guaranteed Wage Increases Totaling 3.9%.**
- **Continuation of Cost of Living Adjustments.**
- **No Lay-Off provisions maintained.**

Increasing wages across the board for career and career-path mail handlers is no small matter when considering the reported financial struggle of the United States Postal Service. Other important strides were made during negotiations including the elimination of all casuals with Mail Handler Assistants hired to supplement staffing during peak volumes.

Speaking of our Mail Handler Assistants, the injustice of being paid at the straight time rate for hours worked over 8 in a service day will finally end, with those hours now paid at the overtime rate. Not only will this correct the underpayment for hours over 8, it should incentivize those

managers who repeatedly skip FTR's on the OTDL to schedule overtime in accordance with the contract. In addition, Mail Handler Assistants with 30 months on the rolls as of ratification shall be converted to full-time career status.

Career Mail Handlers will see no decrease in the weighted percentage contributed by the employer to health benefit premiums as it will remain stable through the end of 2020 with a slight decrease to the standard federal level of 72% in 2021.

## Other Important Improvements

For the first time in over 25 years night shift differential for work performed between 6:00 pm and 6:00 am will increase by 2% per year.

Uniform and Work Clothes allowance for eligible mail handlers will increase each year of the contract.

Additional restrictions on 204b details and 204b bidding on vacant duty assignments requiring a return to the craft for one (1) full continuous pay period prior to submitting a bid.

We again urge you to review each of the proposed changes to the National Agreement and while **I fully support ratifying this Contract**, decide for yourself and cast your vote accordingly.

In Union Solidarity,  
*John Gibson*

## Upcoming Events

Saturday March 7, 2020  
 Bowling Night  
 7:00pm - 11:00pm  
 Town & Country Lanes  
 1770 Stefko Blvd.  
 Bethlehem PA.  
 Members Free  
 Guests \$30.00 pp  
 Food  
 Beer  
 Wine  
 For Tickets 215 788 5308

Saturday March 14, 2020  
 Dinner Dance- Swearing In Ceremony  
 6:30pm - 11:00pm  
 Southampton Room  
 2980 Southampton Rd.  
 Philadelphia, PA 19154  
 Members Free  
 Guests \$40.00 pp  
 Dinner  
 DJ  
 Open Bar  
 For Tickets 215 788 5308

## Steward's Workshop

Stewards from around the Local attended a two day workshop, February 12th and 13th in the Union's ongoing effort to hone the skills of those tasked with defending the rights of mail handlers on a day to day basis. We thank those involved for their commitment and each of those representatives taking on the difficult challenge of protecting the rights of members.



Standing L to R: Stanley Laurenceau, Melvin Ephraim, John Gibson, Shayn Walker, Nick Campellone, Rodney Lattisaw, Shawn Gaines, Michael Ross, Donnell Pride.  
Seated From L to R: Shariff O'Grady, Shedia Thorne, Cherika Bunns, Justin Cogar, Jasmyn Roberts