



The 308 Post

Summer 2016



The National Postal Mail Handlers Union, Local 308
a Division of Laborers' International Union of North America AFL-CIO

The 308 Post

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Steve Bahrle
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NJ State Representative



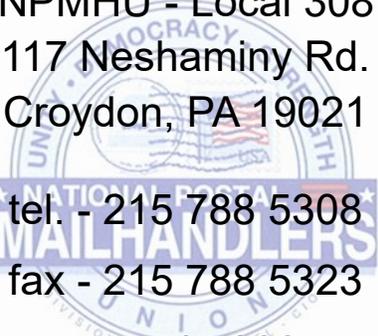
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Our Union Is All About You!



It may very well be a statement of the obvious to many, but it sure deserves to be said and repeated as much as possible. This Union is about you. This diverse collection of working men and women who only want a fair shot. A chance to enjoy a little bit of this life and provide the same for our families and those we love. It isn't all that complicated that we would come together to collectively fight for our own little piece of this American dream, as we stand shoulder to shoulder against any affront to our rights as working people. A strength borne from the belief that there is more that unites us than divides us, and that we deserve every measure of dignity and respect we have earned. We, who have the right to bargain for wages and benefits and decent working conditions are fortunate indeed, for not all working men and women have that opportunity. However, the job is far from over as challenges to these rights come often and in many different forms. The most insidious affront to our hard earned rights, in my view, comes from within. Brothers and Sisters the most dangerous threat to our right to bargain and the right to defend that bargain is our own apathy. The feeling we have when the fight leaves us and we allow those to take from us

that which we have earned. When we say to ourselves, why bother. When we allow postal management or our own elected representatives on Capitol Hill to ignore our contractual and legal rights, we are submitting to our own demise. We are agreeing to the end of our contract, our rights. Allowing postal management to deny you the rights you are entitled to for even a moment is the beginning of the end of the contract as we now know it. This is not hyperbole, this is the reality. All it takes is for good Members of this Union like you to say nothing...to just let it go. This is exactly what the malignant in management want...apathy. Each and every time you think your rights are being ignored speak up. Ask for a Union steward. Push back on those who wish to steal even our most basic rights away from you. It is the day to day violations of seniority and basic dignity and respect rights that are the most vulnerable. This is where they begin. We encourage you to challenge management on any and all suspected violations of your rights. This is about you Brothers and Sisters, this is about us protecting what we have. This Union and every one of its representatives stands ready to back you up and back management down.

- John Gibson -

State of the Local

CONTRACT UPDATE

As I make my way around the Local, the number one topic on the minds of most mail handlers is usually “what’s up with the contract?” Recently National President Hogrogian informed members through the National publication, the *Mail Handler Update*, that following the arbitration decision determining the terms of the contract between the USPS and the APWU rendered by the Goldberg panel, our National Office and the USPS have revived discussions regarding the terms of our next contract. As many of you know, the awarded APWU contract includes a term of 40 months which would expire on September 20th, 2018 and provides

“arbitrating grievances has increased by more than 250% since 2011 and spending on steward’s training has gone up by more than 300%. “

three contractual raises of 1.2%, 1.3% and 1.3% over that period as well as maintaining the COLA. In addition, and no small matter at that, they also retained the no-lay-off clause. Non-career bargaining unit PSEs, who do not receive a COLA, would receive 2.2%, 2.3%, and 2.3% in wage increases over the same period. Arbitrator Goldberg also awarded PSEs an additional 50 cents an hour to be phased in over the course of the agreement. As reported by our National President, the parties hope to conclude negotiations with “only a handful of issue remaining”. As is required by our Constitution, once an agreement is reached, members of the NPMHU will have an opportunity to review the terms and decide to either ratify or reject the agreement in a nationwide vote.

STATE OF THE LOCAL

Through Pay Period 15 of this year the Local had more than 2,400 bargaining unit mail handlers within the three postal districts under its jurisdic-

tion. As you might expect each and every day we are faced with some infraction or another of our rights under the contract and/or the law. Whenever and wherever we are challenged we must push back on those in management who violate those rights. This is best accomplished with engaged and activist representation and members willing to speak up. Educating our Union stewards so they can process grievances that are best positioned for success is our first priority. As reflected by Local Treasurer Mohan’s analysis later in this newsletter entitled *Revenue = Repre-*

sentation, increasingly our focus has been on training your Union representatives and getting your grievances to arbitration.

Our financial commitment to arbitrating grievances has increased by more than 250% since 2011 and steward’s training has gone up by more than 300%. While increasing the focus of our resources on what matters most to those we represent we have solidified our assets and seen a net gain of more than \$1.3 million since 2011.

Through this writing we have argued forty-one grievances in arbitration this year alone with a full three months remaining. We encourage all members to protect the contract and their rights by notifying your local Union representative each and every time you believe your rights have been violated. We have the resources and more importantly we have the will to stand up and fight on your behalf. If you have any questions or concerns about any Union related matter please never hesitate to contact any Union representative or this office directly at your convenience.

In Solidarity,
John Gibson

Write it Down!



Steve Bahrle

Unfortunately as time goes on more and more Mail Handlers are reporting to the Union elevated instances of harassment and improper manipulations of their bid assignment by certain managers, supervisors and 204B Mail Handlers. I believe this improper behavior and ignorance to Mail Handler contractual rights to work their bid assignment is a direct result of the downsizing of Postal facilities and the reduction of employee staffing in general. Additionally there is lack of 204B training, non reorganization of the collective bargaining agreement and just poor leadership qualities of those in charge on the workroom floor. Do more with less is the message being sent to the employees and get it done no matter what it takes. I honestly believe that there is absolutely no training for those who become 204Bs and very little for the career supervisors. The employees are being supervised by personal beliefs instead of contractual rules and entitlements.

Management knows who they can push around and who is going to resist. But harassment and violating contractual rights of Mail Handlers knows no boundaries. It seems that even the most conscientious Mail Handlers are being tested, pushed, and mistreated. Here at the Trenton P&DC we are a gaining facility. So not only do we gain employees and mail from losing facilities we also gain managers and supervisors from other facilities. Unfortunately here in Trenton we gained some very problematic managers and supervisors along with the excessed employees. Currently we are in the trenches fighting those in management that disrespect employees and absolutely do not recognize the Union or the National Agreement. Apparently wherever they came from they got away with their abusive behavior and disregard of employee contractual rights. If you or one of your co-workers are being mistreated, criticized, or harassed write it down. Make a written record of who was present, what was said, when was it said and where was it said.

The Union has represented Mail Handlers who were only able to offer general information about mistreatment. Such as: "That 204B mis-

treats me everyday. When he/she is down that 204B is the laziest Mail Handler in the building. Yet he/she wants me to do the work of 3 Mail Handlers and always has negative comments about me. I'm sick and tired of it. I want something done." Although true, statements like this most likely will not win the day. The Union's best chance to expose and correct mistreatment and harassment lies with the Mail Handler who records these actions in writing. It is best to be very specific and include every detail of what was said and who was there.

In one arbitration hearing I represented a Mail Handler who brought her pocket calendar with her which contained daily notes she wrote. The arbitrator agreed to allow the Mail Handler to use it while she was testifying. She was able to cite dates, time of mistreatment, where it happened, what it was about, and who was responsible. She was able to chronologically establish a clear undisputed time line of specific improper actions or remarks about her. When she was cross examined by management at the arbitration hearing they could not break her, they could not counter what was coming out of the daily notes she wrote down in her pocket calendar. We won the case and she was made whole. The arbitrator appeared to be impressed with how precise her testimony was.

In arbitration, most arbitrators write down important matters that come to light during testimony of witnesses. One such arbitrator, Mr Joseph Cannavo told me at the end of a hearing he was presiding over: "If I didn't write it down, it didn't happen." Now that's coming from an arbitrator with years of experience.

At the finish line our success in part depends on the cooperation and the accuracy of the facts from the Mail Handler we are defending. Help us help you. If you are experiencing abuse, harassment, intimidation, contractual violations, etc write it down when the details are fresh in your head. Inform your shop steward or branch president of what is going on. Together we will fight, together we will win, together we will stop this improper behavior and disregard of your contractual rights!

- Vice President Steven Bahrle

Social Media's Impact in the Workplace



It seems like just about everyone today carries around a cell phone and most of these phones are smart phones capable of accessing the internet and being on line. With 24 hour on line access, many employees are on a variety of social media pages including, Facebook, Instagram and Twitter just to name a few. This doesn't even take into account apps like Snapchat and Instant messaging programs. People's need to constantly be in contact or available to others has created a whole host of new problems, especially when it comes to applying for a job. Many companies now do a "social media" search when checking and verifying applicants resumes.

Within the USPS itself there have been cases where employees out on sick leave or even out on a job related injury, have posted pictures on social media which have been cited in disciplinary actions against employees. In addition, a number of arguments/ issues have arisen as a result of things posted on Social media. From people's "status updates" on relationships, to the posting of opinions on a variety of issues occurring in the world. The fact that many people take what is posted on line as being the truth simply because it is on the internet is troublesome and in some instances, problematic.

While "Social Media" certainly has its place in the world today, especially amongst newer employees in the USPS, be forewarned, what you post today could come back to haunt you tomorrow.

*Joe Zelenenki
Branch President
Philadelphia. NDC*

CHECK THE WEB @WWW.NPMHU308.ORG

Take advantage of the wealth of information available on your Local's web site. Along with frequent and relevant updates, both Local and National, useful resources and documents are available for download and printing including.

- ◆ PS Form 3971 (Leave Slips).
- ◆ WH-380 E, WH-380 F (FMLA Forms).
- ◆ CA-1 (Report of a traumatic injury).
- ◆ CA-2 (Report of an Occupational Illness).
- ◆ CA-17 (Duty Status Report).
- ◆ 2016 Hours & Leave Chart.
- ◆ PS Form 3189 (Change of schedule).

Workplace Survival

SurvivalTip: **Getting paid for leave.**

Returning from an unscheduled absence should be nothing more than a simple administrative action: you sign your 3971 and management approves or denies your leave request and you know where you stand. Not so much anymore. With the number of part-time managers ever-increasing it seems as though they think they are doing you a favor by simply doing their job. Your lucky if you ever see a 3971 upon your return except maybe months later when they are bringing you in for attendance discipline. In order to ensure that you are paid the leave you have earned; leave that you have a negotiated right to use

The image shows a sample of a United States Postal Service Form 3971, titled "Request for or Notification of Absence". The form is divided into several sections. At the top, it asks for the Employee's Name, Employee ID, Date Submitted, and the number of hours requested. Below this, there are checkboxes for the type of absence: Annual, FMLA, Career FTD, LWOP, Sick, Leave, and Other. There are also checkboxes for FMLA-related options like FMLA Requested Certification review, FMLA Designation in PENDING, and FMLA Protected. The form includes a section for "Official Action on Application" with checkboxes for "Approved", "Disapproved", and "Continued on reverse". At the bottom, there is a grid for recording absence dates, with columns for Day, Week, and Hours. The form number is PS Form 3971, December 2011 (Page 1 of 2) PSN 7530-02-000-9136.

by the way, upon return from an unscheduled absence make sure you complete and submit a PS Form 3971 and request a completed copy of that document. Remember this is *YOUR* request. Make sure the PS Form is completed the way you want to complete it. If your immediate supervisor does not take action or return the completed 3971 by the end of the shift on the date of your return, request a Union steward at your first opportunity. Once you have access to the completed 3971 check it for any possible violations. For example if you requested sick leave make sure that's what is on the leave slip. If you requested Family & Medical Leave Act protection

make sure it is properly recorded on the form. If anything looks wrong, request a steward.

SurvivalTip: **Weingarten Rights**

The law as well as our National Agreement protects us during management interviews that could lead to disciplinary action. Our Weingarten Rights were borne from the management interview of Union employee Laura Collins who they accused of stealing from the lunch counter where she worked. Management refused to provide Sister Collins with representation upon her request during an interview conducted by the company. This action was challenged by the Union and the Supreme Court ruled against management. NEVER and we repeat NEVER answer any management question without Union representation. It is

important to know that YOU MUST FIRST REQUEST representation in order for your Weingarten Rights to apply. Once you make the request management has few options: 1) It must stop the interview until representation is provided, 2) It can terminate the interview altogether, or 3) It can proceed with its investigation without interviewing the employee. Postal management often "directs" employees to provide a written statement. A written statement is NOT required and should not, under most circumstances, be provided. Management can certainly question you and you are required to cooperate, but this does not include writing. ALWAYS request a representative when management wants to "talk" to you and insist that you consult with the steward privately first.

By Telephone

Dial 1-877-477-3273 and follow prompts.

When Prompted Press 1 for Postal Ease

When Prompted Enter your 8 digit employee ID #

When Prompted Enter your USPS PIN #

When Prompted Choose option #2 (Payroll Allotments)

When Prompted Choose Option #1 to select options

When Prompted Press #2 to continue

When Prompted Press # 3 to add allotment.

When Prompted Enter 054001220 (routing #)

Enter 11260001__-__-__ (last 9 digits are your
SS# which allows us to identify you as the PAC contributor)

Press #1 if correct

When Prompted Press #1 for checking

When Prompted input bi-weekly dollar amount

Press # 1 if correct

Postal Ease through the Internet

Got to www.liteblue.usps.gov

★ Enter your Employee Identification # and USPS PIN # ★

Follow the link to PostalEase

Re-enter your Employee Identification # and USPS PIN #

Follow the link to Payroll Allotments/NTB

Continue to the Allotments section

Your routing Transit No. 054001220

Your account #11260001__-__-__ (last 9 digits are your
SS# which allows us to identify you as the PAC contributor)

Account type will be checking

Input the amount of the bi-weekly allotment.

Click the validate button

Click the submit

Or Send a check directly to

Mail Handlers PAC

PO Box 65171

Washington DC 20035

29TH ANNUAL TRI-STATE LABOR DAY PARADE AND FAMILY CELEBRATION MONDAY, SEPTEMBER 5, 2016



Labor Day 2016

**SHEET METAL WORKERS' LOCAL 19 UNION HALL
1301 S. COLUMBUS BLVD. AND WASHINGTON AVE.**

8:30 A.M.	TRI-STATE LABOR DAY PARADE GATHERING
9:15 A.M.	Pre-Parade Kickoff Rally
10:00 A.M.	PARADE TO PENN'S LANDING GREAT PLAZA COLUMBUS BLVD. & MARKET ST.
11:00 A.M. - 2 P.M.	PHILA. AFL-CIO FAMILY CELEBRATION, FOOD, REFRESHMENTS, KIDS ACTIVITIES, MAKE AND TAKE CRAFTS, AND LIVE MUSIC



**CELEBRATE LABOR DAY WITH LOCAL 308
ALL FREE- ALL UNION
CONTACT 215 788 5308 FOR RESERVATIONS**

The Mail Handlers Union Lehigh-Scranton Family Picnic

Sunday, September 25th

1:00pm—7:00pm

@ The Bethlehem Township

Community Center

2900 Farmersville Road

Bethlehem, PA 18020

Pavilion # 1

Members: FREE!

Kids under 6: Free!

Friends & Family: \$10.00 pp

Contact Barb at

215-788-5308 by September 15th

for tickets.

**All American Picnic Buffet
served from 2:00pm - 6:00pm**

Burgers

Hot Dogs

Grilled Chicken & More!

Beer, Wine Coolers, & Soft Drinks

**HORSESHOES, VOLLEYBALL, PLAYGROUND,
& LOTS MORE FUN FOR THE WHOLE FAMILY!**

REVENUE = REPRESENTATION



Mike Mohan

What does the phrase revenue equals representation really mean? It means having the revenue to train your representatives on all contractual matters. It means ensuring that there is enough revenue to advance all of your rights

to their fullest, thus ensuring that those rights are protected. When those in management violate those rights we have the resources to challenge those violations all the way to arbitration or beyond if necessary.

This administration has always maintained that while we were looking for ways to reduce waste, and believe me, there was plenty of it, we would not reduce the level of representation to the membership.

Since 2011 we have taken this Local from debt ridden to financial stability while at the same time increasing the level of representation on matters pertaining to your interests on the workroom floor. We have put the money where it was needed most such as training the shop stewards and Branch Presidents. Since 2011 we have increased spending on training more than threefold. Last year alone we spent over \$35,000.00 on training conducting 5 separate training sessions on a variety of topics.

Arbitration spending has also increased steadily more than doubling since 2011. We have spent over \$85,000.00 on Arbitrators

alone in 2015. This means that your grievances are being heard at a greater rate essentially speeding up justice. That is why it is important to continue to grow the finances of Local 308 so that your voice is always heard through hard fought arbitration hearings and on the workroom floor. We now have the financial muscle to ensure that the employer realizes that they just can't do things and get away with it. They will be challenged.

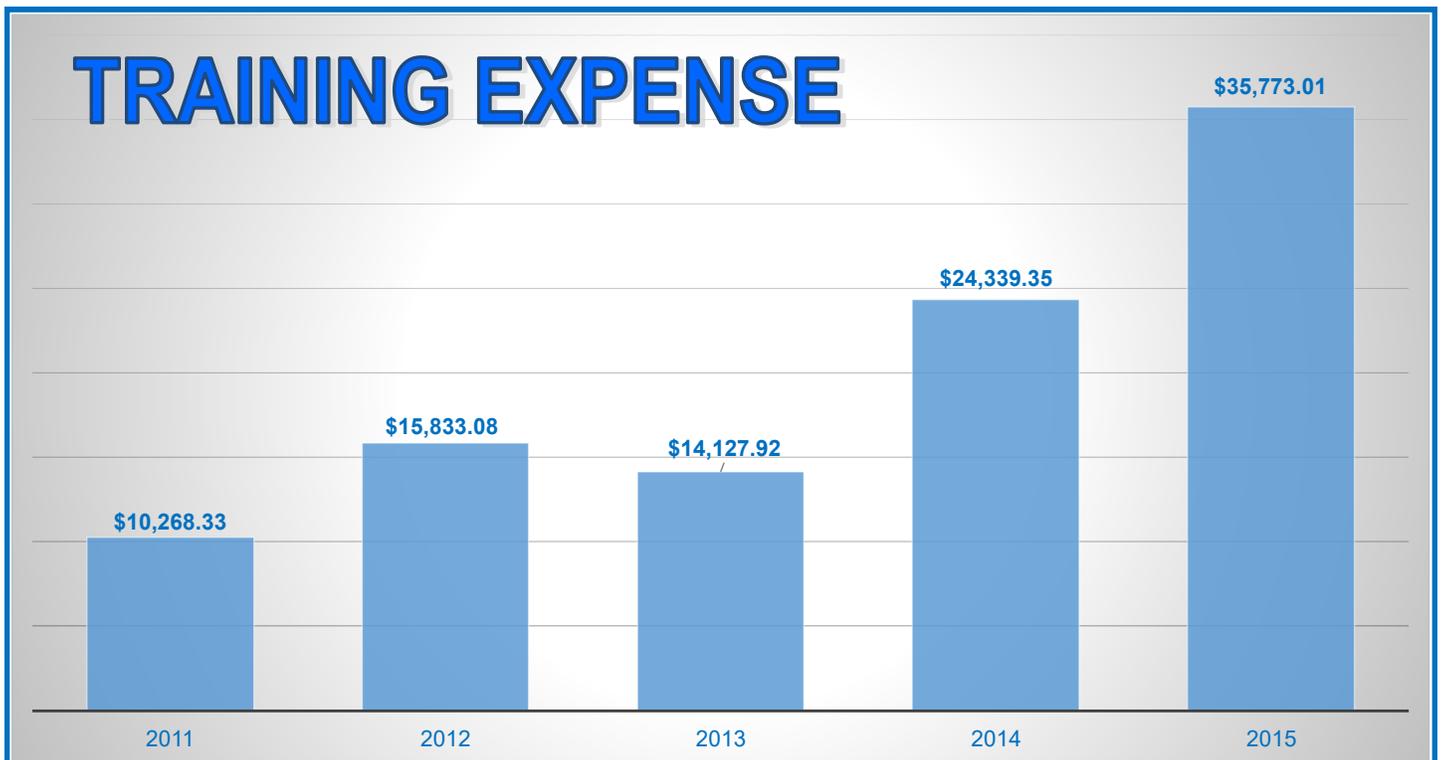
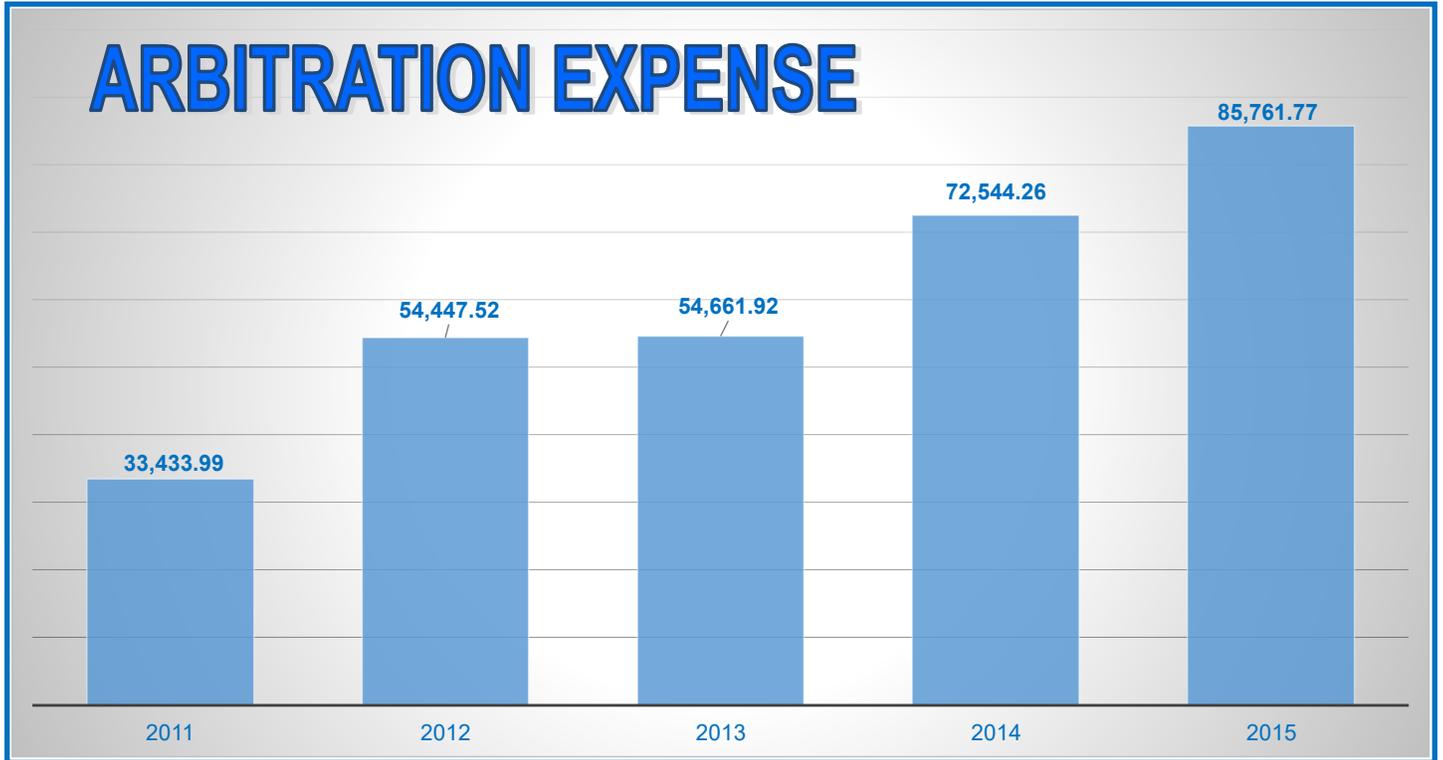
Equally important is to have a voice in Washington D. C. As many of you know postal reform is a crucial matter in the survival of the United States Postal Service. Every two years the National Office hosts a legislative conference in Washington where all the locals from across the country gather. We visit as many of your representatives as possible and let them know what your concerns are regarding the legislation currently in front of them and ask for their support. We let them know that we are watching how they vote and that we will pass that information on to our members. All of these things cost money and that is why it is critically important to continue to look for ways to eliminate waste without reducing the level of representation to our members. Without focusing our resources on what is most important, representing you at every level of the grievance-arbitration process as well as in the legislative arena, all the revenue in the world would be worthless.

This is what is meant when we say revenue equals representation.

Visit the Tresurer's Page @ www.npmhu308.org

Password: vision308

REVENUE = REPRESENTATION



FINANCIAL OUTLOOK FOR 2016



Mike Mohan

This year as an organization we will face many important events which will bring financial challenges along with it. The good news is we are prepared to meet those challenges. In 2016 there are two conventions occurring which is something that only happens on rare occasions.

The 2016 NPMHU National Convention which will be held from August 22 thru August 27 in Chicago, Ill. The cost of the election to send delegates to the convention was \$10,843.83. The cost for sending the ten delegates is approximately \$30,000.00.

Also this year is the 2016 LIUNA National Convention held in Las Vegas, NV from September 19 thru September 22. The cost for this election was \$12,866.22. The delegates will be compensated directly by The Laborers Union so there will be no additional costs for the Local. Soon to follow the LIUNA convention will be nominations and then elections for the Officers of Local 308 beginning in November of this year. As you might expect all these events cost money but we are fully prepared for these expenses.

In other financial news the lease for the office copier expired on June 12 of this year. This followed a five year lease agreement with a company called De Lage Landen with a monthly fee of \$484.73. After speaking with a representative from Saxon Office Technologies we quickly came to the conclusion that purchasing a copier for about \$7,800.00 was a much better business decision. After all, paying north of \$29,000.00 over the term of the lease and still not owning the equipment, then sending the copier back as opposed to buying we believe was a no brainer. Putting it before the Executive Board for approval we managed to guarantee a projected savings of over \$20,000.00 after a five-year period and in the end we own the copier.

Some of the other expenses which occurred in the beginning of the year were the

Membership events around the Local. For those of you who don't know it we increased the number of events to allow Members and their families from all over the Local to attend. The Philadelphia/South Jersey District Social event cost \$7,617.93. Our Harrisburg /Lancaster event cost \$5,495.71 and our Lehigh Valley/Scranton event cost \$3,100.00. The Philadelphia/South Jersey District area picnic is now scheduled for September 4th and we hope to see a good turnout again this year. The Harrisburg/Lancaster Summer event happened on July 23 and the Lehigh Valley/Scranton event is now scheduled for September 25th but check your bulletin board and the web site for details. Remember members are invited to ALL events not just those in your area, so take advantage of these benefits and participate in all your union has to offer.

The LM-2, tax reports 990 & 990T as well as the 2015 audit was completed and can be viewed on the Local's webpage under Treasurer's Reports. The cost of these reports was \$10,500.00. We received a tax refund of \$7,963.00 on May 5, 2016 and deposited it into the Savings Account.

At this writing we have \$147,182.40 in the Savings Account and \$10,147.03 in the checking Account. We took advantage of an offering for a Certificate of Deposit with Franklin Mint Federal Credit Union with interest of 2.29% for a 29 month CD. We purchased a \$75,000.00 CD on February 29th, 2016 and to date we have earned \$573.36.

The bottom line is this, we carefully planned for all of these additional expenses that we now face in 2016. Local 308 is in good financial shape and able to pursue any and all issues involving your rights to the fullest. For more information regarding the finances of Local 308 go to www.npmhu308.org and follow the Treasurer's Link or call 215-788-5308.- *Mike Mohan*

NPMHU Local 308
117 Neshaminy Rd.
Croydon, PA 19021

The History of Labor

The 1981 strike of the Professional Air Traffic Controllers Organization (PATCO) is an access point for teaching labor relations in the United States. The PATCO strike and its repercussions are considered a turning point in labor history where unions became more and more reluctant to use a strike as a negotiation tool, and employers began hiring permanent replacement workers for strikers as normal procedure. The disbandment of the PATCO union by Ronald Reagan and his administration continues to influence the labor sphere to this day. For example, it was often cited during the 2011 collective bargaining dispute in Wisconsin between public employees and Governor Scott Walker. You will be asked to think critically about the PATCO strike, taking into context the political and economic climate of the time in conjunction with the working conditions of air traffic controllers, and apply that knowledge to contemporary labor events.

Having become nationally known for their strength and political edge, PATCO endorsed Ronald Reagan for president in the 1980 election, hoping for better contract negotiations. The FAA under Reagan gave more concessions to PATCO than any other administration, although still much less than PATCO hoped. These events led to mutually unrealistic expectations from both parties. After a failure to reach a negotiation, controllers began a strike against the federal government on August 3, 1981. This strike was deemed illegal as all federal employees are required to sign oaths agreeing not to

engage in strikes as a job action. Reagan pledged an absolute refusal to be bullied by a union, using the strike as a means to illustrate his resolve and authority as a new president in the midst of the Cold War. He refused to engage with the strikers and fired over 12,000 air traffic controllers, immediately filling their positions with military personnel. Air traffic slowed, reports of near misses arose across the country, and Canada refused to hand off flights to the US for a week due to dangerous conditions.



The PATCO strikers were blacklisted from working as air traffic controllers until President Clinton lifted the federal ban on rehiring them in 1993. Reagan and his administration employed intimidation tactics that further affected the livelihood of the strikers, such as denying unemployment appeals and federal housing assistance. In years following the strike, the FAA was found to

have altered documents such as shift logs, vacation requests and other forms in order to fire more PATCO members who perhaps were not involved with the strike at all, but just out of town. While many factors contributed to the slump in labor participation over the next three decades, what the failed 1981 PATCO strike reinforced was the growing reluctance of labor unions to use strikes as a negotiating tactic at all.

Sources: Georgia State University Library-Southern Labor Archives