BREAKING
the
U.S.
MAIL
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There is no mistaking the fact that we, and the collective bargaining agreement are yet again under attack. I suppose one could argue that this is always the case. Maybe so, I can tell you that the dedicated Union representatives across this Local never need to look far for work. There are far too many in management that just can’t help but violate the Agreement. That is the reality. The good news is that your Local has never been better positioned to challenge any and all management transgressions. Thanks to the hard work of Treasurer Mike Mohan and the foresight of Local’s Executive Board and Local Union Council, the financial condition of this Union supports our aggressive bargaining philosophy. If you have attended any branch meetings over the last six years you have heard the refrain “revenue equals representation”. We have embraced a philosophy of fiscal restraint with aggressive contractual enforcement. Once you have read Surviving the Assault you’ll realize that we will be up against a significant challenge in the coming weeks and months. Predicting the outcome of the countless number of grievances we have already filed and will file is foolhardy at best. But I can tell you without reservation that we will be taking the fight to them in the most vigorous manner.

As you know the Local concluded its election cycle earlier this year with the swearing in of newly elected and re-elected officers on March 18th. Along with those new and returning officers we were joined by National President Paul Hogrogian who officiated the installation of officers. Since then, long-time Union Representative and fierce advocate for Local 308 and the NPMHU, Steve Bahrle, has retired. Replacing Steve as the Trenton Branch President for the remainder of the term will be representative Daryl Devita, unanimously appointed by the Local’s Executive Board. Brother Devita is a committed advocate and we wish him well in his new role as Branch President.

So far this term, the Local Executive Board has met twice and the Local Union Council will meet in the coming months. As described in detail in Treasurer Mohan’s article later in this newsletter, the Union’s commitment to educating those who represent the members and defend against violations of the contract is a high priority. Training stewards and other representatives in various aspects of the contract, and in some cases, federal regulation is critical to providing the level of representation you deserve. So far this year we have conducted a two-day introductory training session for a number of our newer representatives, as well as a comprehensive review of the terms of our new National Agreement with the more experienced representatives. Our training agenda for the remainder of the year will include an OWCP & FMLA review as well as an arbitration advocacy workshop.

~John Gibson
The attack is on Brothers and Sisters and I think it’s about time to look behind the curtains of Postal Headquarters and examine the motives of current postal leadership. With the most recent initiative aimed at shredding staffing and disrupting employee schedules in mail processing facilities across the country, a crusade fueled exclusively by the flawed Function 1 Scheduler and a misguided desire to “right-size” the Postal Service has begun. With this self-destructive bent playing out before our very eyes, the question naturally arises; are there more nefarious ambitions at play here?

This most recent assault on career duty assignments at a time when overtime and work hours have been on the rise, like many of you, certainly stoked my suspicion. What was the employer’s end game? Could it just be chalked up to the usual... management incompetence, or is there some other purpose to this madness.

It could indeed be fatal to view these recent management inspirations in a vacuum. We should not lose sight of our continuing efforts to urge Congress to pass Postal reform and the potential impact if these labors fail. This false, or at the very least, exaggerated cry of mounting inefficiencies by postal headquarters and the draconian response of abolishing thousands of duty assignments, all based on two-weeks of analysis spewed by the F-1 Scheduler cannot and should not be decoupled from our potential legislative agenda. We have friends in Congress to be sure, but we also have our full share of enemies. Those who would leap at the chance to end collective bargaining, who dream of carving up the most lucrative pieces of the Service and selling them off to the highest private sector bidder. Those who lie in wait for exactly what Postal management is serving up; false inefficiencies and an exaggerated crisis of staffing and performance. Who gets the blame for this “fake” crisis? You already know the answer... we do!

Our partners at the National level have taken an unwavering stance on both the external and internal attack on the bargaining unit. On the external legislative front, we have nurtured bi-partisan support for the most recent and promising version of Postal legislation and we continue to partner with stakeholders wherever and whenever the opportunity exists. Internally, the National Office has recently secured the postponement of any impact or movement of mail handlers until at least February of 2018. At a minimum, this will provide the Union at the national and local levels an extended opportunity to challenge the wanton violations of Article 12 of the National Agreement that are occurring far and wide.

Article 12 requires that

“A primary principle in effecting reassignments will be that dislocation and inconvenience to employees in the regular work force shall be kept to a minimum consistent with the needs of the Service.”
It should be fairly obvious to those who have spent more than five minutes in the Postal Service that when it comes to management’s concern for minimizing any dislocation and inconvenience we and our families might endure, well...let’s just say it is a little less than enthusiastic, in fact, it probably borders on the sadistic.

As stated, the driving force behind these drastic cuts to staffing is the confounding Function 1 Scheduler. Created somewhere in the bowels of L’Enfant Plaza by bean counting alchemists with minimal, if any, real knowledge of the mail processing environment. Of course these wonks wouldn’t lower themselves to ask those who actually move the mail day in and day out what we thought about it. This is what we are faced with. At a time when many in local management whine impotently and wallow in the garbage spewed from the nation’s capitol, pleading with the Union to help them push back on the insanity of the F-1 Scheduler, we are working hard to challenge the results of the scheduler wherever we can. Aggressively pursuing grievances on reversion, abolishment, and demanding newly created career assignments be posted for bid and ultimately resulting in the conversion of our career path mail handler assistants. This is how we survive Sisters and Brothers, by pushing back and challenging the insanity both on the work floor and on Capitol Hill. We pay attention and we fight. With all of this sewage swirling before us, we are faced with yet another disruptive aspect of the F-1 monstrosity. This deranged beast is also designed to define mail processing windows of operation. It wasn’t that long ago we were victimized by the Operational Window Change (OWC), another failed staffing modeler. Now the F-1 with all of its defects is poised to rearrange start times again. Many across the nation are already suffering time changes, the expedited selection process, and re-bidding. These are dark times Brothers and Sisters. Standing together, with the power of our collective bargaining agreement is absolutely imperative now more than ever.

Whether this madness is designed to destroy the Postal Service and the good paying jobs it provides for hard working mail handlers across the country, or it is another ill conceived attempt to fix something that isn’t broken, might not really matter in the end. We have a fight on our hands either way and we intend to take that fight on.

If you have any questions or concerns about this or any other issue please contact your Union representative or this office directly.

*In Union Solidarity.*

*John Gibson*
As we are witnessing the USPS attack the jobs of our Union Brothers and Sisters, both locally and nationally, Mail Handlers at the Wilmington P&DC are fortunate to be clear of these excessive and irrational job abolishments. As of now, we are being told that we will be gaining 6 - 12 Mail Handler positions in this facility. However, management has yet to create any new positions and has yet to determine an exact number and/or timeframe to put these new positions in place. It would be nice if they were as expedient in creating these new positions as they were in abolishing the positions of our Brothers and Sisters in other facilities. In our own facility, the clerks are experiencing the effects of these abolishments and excessing threats. It seems as if the Mail Handlers’ “gains” have taken a back seat to the clerks’ “losses”. There have been some preliminary discussions about adding a Tour 2 AFSM crew for the Mail Handlers; however, nothing concrete has been established yet.

As I write, the Tour 3 APBS operation is in the process of switching over to a Tour 1 operation. This has been slowly happening via the bidding process as 7:30PM Tour 3 jobs were being changed to 8:05PM Tour 1 jobs when Mail Handlers bid out of the operation. Recently they decided to abolish the remaining 7:30PM positions and re-post them as Tour 1 8:05PM start times. These jobs were open to bid for the entire building and there was no excessing to Tour 1. The clerks in this operation have already made the switch to Tour 1. The new 8:05PM Tour 1 jobs are currently posted for bid as of the writing of this article.

The Dover (19901) post office is hiring a new PTF. All MHA’s in our facility are being canvassed by management to see if they are interested in taking this career position. Union reps will be following up with the MHA’s to ensure they are aware of this opportunity and the benefits involved.

Mail Handlers here are doing an outstanding job with scanning. The scanning data for this facility is extremely high which without question contributed to our “gaining” status in this current wave of abolishments and/or excessing threats. I realize that not everyone is on board with the scanning aspect of our positions. But make no mistake about it … they are using scanning data to track mail volume and organizational staffing needs. Management may or may not be evaluating this scanning data correctly, but they are evaluating it. As for now, our scanning numbers are working in our favor. Do not rest easy because we are supposed to be gaining 6 – 12 positions … that could change at any time. So for all the Mail Handlers that are scanning … keep up the great work. Those that aren’t … you should really start. Every scan we make is being accounted for. Scan everything! Your scans could be the difference between gaining or losing jobs. Keep on doing a great job and keep on scanning!

-Brian Clark Branch President
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. 0540001220
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
Mail Handlers Local 308
6th Annual Union Family Picnic

All American Picnic Buffet will be served
From 2:00pm - 6:00pm
Burgers
Hot Dogs
Grilled Chicken
Corn on the Cob
Baked Beans
Salads
Pies
Beer, Wine, & Soda

This year we will be returning to The Grove @
The Philadelphia Quartette Club
1075 Southampton Rd, Philadelphia, PA 19116
Saturday, August 5th 1:00pm—7:00pm

Moonbounce, Games, Face Painting, DJ & so much more fun for the whole family!
Members: FREE! Kids under 6: FREE! Friends & Family: $15.00pp
Contact Barb at Union Headquarters at 215-788-5308 by July 31st for tickets.
We get that the National Agreement, which now comes in the provocative shade of purple or “mauve” as I have been told, is not the most interesting of reads. In fact, some may find it quite boring. But if you were ever going to dive into it, now is probably a good time. We’ve spent some time going over the assault on bid duty assignments and the war now being waged across the country, as management reverts and abolishes jobs on an unprecedented scale. This is where we start paying attention to the rules, rights, provisions and procedures of Article 12. This is the Article most hated and probably most feared in the entire contract and is widely considered to be the most complicated. Article 12.6C4 entitled Reassignment Within an Installation of Employees Excess to the Needs of a Section describes the process when duty assignments are abolished and junior employees in the section are excessed, or permanently reassigned, to another section. At the risk of getting a little too far into the weeds, “sections” are usually defined in the facility’s Local Memorandum of Understanding (LMOU) and could be defined as the tour, floor, or specific operation or section of the building. Once management takes the action of abolishing a duty assignment and excesses from the section, the expedited selection process comes into play. These actions are performed by level under this section of the contract. Level 4 mail handlers and level 5 mail handlers are handled separately. It is also important to note that the duty assignment that is targeted for elimination by management is not always held by the junior mail handler in the section. In fact, it usually isn’t the junior mail handler. For this example let’s suppose it is the senior mail handler in the section whose job has been abolished. The contract still requires the junior employee, by level, to be excessed from the section. The duty assignments remaining in the section are then offered in seniority order, again by level, to those remaining in the section starting with the senior impacted employee, which in this example was the senior employee.

- John Gibson
Following more than forty years of service to this Union and the members of Local 308, Brother Steven Bahrle has called it a day. Steve has now embarked on the next chapter of his life and we wish him all the best. And if we know “Grievin’ Steven” at all we know that he will squeeze every little bit out of his well deserved retirement. Much can and should be said about Steve’s career as a representative of this Local and the work he has done over these many years. Steve never backed down from a challenge and battled his way through some real adversity during his storied career. What immediately comes to mind is his leadership during the Trenton Anthrax attacks that closed the facility for quite some time, with the real possibility that it would never re-open. Steve stood up for all postal employees, fighting to re-open the facility and achieving a significant travel pay award through his diligent and tenacious work in the grievance process.

Steve is a fighter and has demonstrated his dedication to defending the rights of mail handlers in Trenton and across the Local over and over again. Whenever called upon, Steve was always up to the task, arguing and advocating grievances at every step of the process up to and including arbitration. Members across this great Local have long reaped the benefits of Steve’s hard work and commitment. Steve has argued cases in all corners of the Local, from Harrisburg to Wilmington and just about everywhere in between. Steve’s hard work in the South Jersey P&DC resulted in a multi-million dollar arbitration award, when Postal management created the “relief” mail handler. It was a long and drawn out battle but Steve never waivered, not for a moment, arguing the case in front of an arbitrator on multiple occasions in order to get the remedy he knew we deserved.

Steve’s passion for the work he believed in did not always endear him with those in management whose weakness made it convenient for them to dislike Steve. Hell, there are some on our side that did not always appreciate Steve’s passion and commitment to lead. You knew were you stood with Steve, and in this world that is sadly becoming a rare commodity.

To say that Steve will be missed is more than understatement. Steve has earned every ounce of respect and admiration, of not only his Union Brothers & Sisters, but many of his adversaries on the management side of the fence as well. Steve was a fierce advocate for the rights of mail handlers and has truly left an indelible mark on this Local and the National Postal Mail Handlers Union.

We will miss you Steve.
- John Gibson
Well it’s July 2017, this year is half over already. Where does the time go? Unfortunately, the older you get the faster time flies.

In our last newsletter, we published the report for the end of the First Quarter of 2016. As was previously reported in that newsletter, 2016 was going to be challenging financially, and it was. The good news is that we survived and it’s now behind us. I’ll try and give you some of the details of the costs of those challenges as well as some of the costs that have occurred in 2017.

The expense associated with the 2016 NPMHU Convention held in Chicago, Ill. was $37,755.32. That does not include the election held determining which ten delegates were going to represent the local. That was an additional $10,843.83.

The final cost of the election to determine Local union officers came to $17,063.01 which was relatively low compared to the previous election cycles. This in spite of having to conduct a run-off election for the position of Delaware State Executive Board Member due to a tie between two candidates.

There were several training sessions in 2016 totaling $11,053.01. So far in 2017 we have held two training sessions at a cost of $11,104.65. Just to add a word about training, this is one area where spending will be increased. It is imperative that your representatives are given all the tools necessary to challenge any violation of the Collective Bargaining Agreement. Around the Local as well as around the country, Mail Handler jobs are under attack with all the abolishment taking place. It is crucial that your representatives are prepared to make the arguments needed to successfully keep those jobs. Not an easy assignment, especially if you have never been trained. With that being said, training is never going to be an area where we look for cutting costs.

Some of the other expenses we experienced in 2016 were the six geographically located Membership Events. The total cost for all six events came to $30,467.09 and by the way all members are invited to any of these events free of charge and you never know you may win the TV raffled off at each of our events. Keep in mind all members are invited to attend these events.

Arbitration costs in 2016 were at an all-time high of $97,103.04 compared to 2015 of $85,761.77. So far, this year our costs of $48,269.38 are down slightly compared to the SPLY of $53,746.49. The cost of our Swearing In ceremony held on March 18, 2017 came to $7,825.23 which was open to all members to attend.

2017 was also a year when the legislative conference was held. Local 308 sent members of the Executive Board to the 2017 Legislative Conference to meet with members of the 115th Congress. We met with Congressional staff from all three states asking for their support on Postal Legislation. All of whom were supportive of our efforts.

One of our most interesting meetings was with Senator Carper from Delaware who was most supportive of the current legislation HR 756 and HR 760. Senator Carper assured us that he would do all he could to get the much-needed Postal Legislation passed. The cost of sending five representatives to the conference came to $10,560.76 a small price to pay to help ensure the continued existence of the United States Postal Service. Anyone paying attention understands that this legislation is imperative to the Postal Service’s survival without which none of us will have a future.

How can you make a difference? By joining the Political Action Committee commonly known as the PAC fund. All we are asking is that you contribute $1.00 a pay or $26.00 a year. Another way you can make a difference is by contacting your representatives and asking them to support HR 756 & HR 760 just log onto www.npmhu.org and follow the instructions.

Finally, Our Annual Picnic is scheduled for Aug. 5th. hope to see you all there.

Mike Mohan
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*Unaudited Report*

Assets 668,992.41
AP -12,902.6
Total Net Assets 656,089.81

To review the Union’s Dept. of Labor LM-2 Report for 2015 go to www.dol.gov/olms

Our file number is 091903
The History of Labor

A strike by a federal union affiliated with the American Federation of Labor (AFL) against the Remington Rand Company spawned the **Mohawk Valley formula**, a corporate plan for strikebreaking to discredit union leaders, frighten the public with the threat of violence, use local police and vigilantes to intimidate strikers, form puppet associations of “loyal employees” to influence public debate, fortify workplaces, employ large numbers of replacement workers and threaten to close the plant if work is not resumed.

The Mohawk Valley formula was described in an article by company president James Rand, Jr. and published in the National Association of Manufacturers Labor Relations Bulletin in the fourth month of the strike. Later that year the article was published in a pamphlet form and distributed by the National Association of Manufacturers. The Remington Rand strike was a particularly violent strike. Although no one died during the strike, both sides engaged in beatings with fists and clubs, rock and brick throwing, vandalism, threats and physical intimidation. But historians and federal officials point out that the company went out of its way to antagonize workers and use private security personnel (sometimes disguised as workers) to instigate violence and riots. The record before the National Labor Relations Board (NLRB) and the scholarly literature show that the level of violence in the strike was deliberately manipulated by Remington Rand, and several orders of magnitude higher than it would have been had the company not taken the actions it did. On March 13, 1937, the NLRB issued a decision finding Remington Rand guilty of violating federal labor law. The decision, *Remington Rand, Inc.*, 2 NLRB 626, was an astonishing 120-page decision in which the Board recounted nearly every anti-union tactic the company had undertaken in the last year. The Board accused Rand of putting himself above the law and wantonly violating the National Labor Relations Act.

Remington Rand, however, continued to resist the NLRB’s order. But on February 14, 1938, Judge Learned Hand, writing for a unanimous court, ruled in *National Labor Relations Board v. Remington Rand, Inc.* 94 F.2d 862 (1938), that the company must obey the terms of the NLRB’s decision. Remington Rand appealed to the U.S. Supreme Court, which refused to grant certiorai, thereby upholding the appellate court’s ruling. Remington Rand began slowly furloughing replacement workers after the Supreme Court’s refusal to hear its case.

Source: From Wikipedia, the free encyclopedia

Image Source: todayinlaborhistory.wordpress.com/2012/05/25/may-25-1936/