



# CHALLENGES AHEAD



As our National representatives continue their battle for a fair and decent contract, it is clear that this year will be a fight for all working people from start to finish. As we have discussed at each of the branch meetings throughout the Local, the National Postal Mail Handlers Union is facing many challenges on both the national and local levels. Let's begin with the state of our next National Agreement. As many of you know, the parties at the national level declared an impasse on January 20, 2012, the extended deadline for negotiations. On January 31, 2012 our National Office posted and distributed Contract Update # 11 describing some of the issues the parties were unable to resolve. Of course wages are always an issue as they were again this year. Although not included within the national update, it is my suspicion that the Postal Service demanded a new salary structure similar to that accepted by the APWU, which reduces the entry level rate and alters the step progression for new employees. In addition, Article 21 was identified as a sticking point which sets the health benefit costs for the employer and employees. Finally, Articles 7 and 32, which control career and casual complement levels and subcontracting respectively. As reported, the parties are working out details of the next steps in a process that could take months before the terms of our next National Agreement are determined. Please keep your eyes on the Union's website and bulletin boards where additional information will be shared as soon as it is available. In addition to the terms of our next contract, 2012 will also see many chal-

lenges on the Local level. The moratorium on implementing the results of any Area Mail Processing study will expire on May 15 and those targeted facilities may then see the involuntary movement of mail handlers from one installation to another. Currently, six facilities within 308 are suffering through the AMP process and public meetings for all six have taken place with the last held on January 19 in Delaware. As previously reported, impacted facilities include Wilmington, Williamsport, Reading, Scranton, Lancaster and Southeastern. Previously South Jersey had been identified, however, the Postal Service has not gone forward in that case and has instead made the decision to study the consolidation of Wilmington into South Jersey instead of both into Philadelphia. The details of these studies have not been released and therefore the impact is not yet known. As soon as that information is available we will pass it along to you. Obviously, our priority is to minimize any potential impact to the fullest extent possible. As I have stated during branch meetings and in correspondence to our representatives in congress, the aggressive AMP initiative announced by the Postal Service in September of last year coupled with the announcement to degrade service standards can only exacerbate the decline in first class mail and have an adverse affect on our other product lines, ultimately accelerating a decline in our revenue. One could easily get the impression that the Postal Service is deliberately attempting to drive our customers away. This fiscal crisis was created in large measure by the nearsighted and flawed legislation of the

Postal Accountability and Enhancement Act of 2006. It is now clear to all that the state we find ourselves in was created by our congress, and sadly the only apparent hope we have is if they fix it.



This brings us to the common thread that will run through all of the challenges we will face in the coming months and into the foreseeable

future: Political Action. We need legislative action from our elected representatives in Washington DC. As I stated during the Wilmington Public Meeting, we need the obstructionists in Washington to get off of their ideological asses and get something done for Postal employees and protect decent paying middle class jobs. This is a critical election year for mail handlers and all postal employees, hell it is critical for all working class Americans. If you are not registered to vote please register as soon as possible and make sure you vote in this year's election, your livelihood may be at stake. Finally, there are far too few of you who contribute to the Mail Handlers Political Action Committee. Although we have seen some growth this year, in a local of more than 2,400 members less than 2% give to the PAC. There isn't a working mail handler out there who can't afford \$1.00 a pay. Get on board, help save your own job and join the PAC. Ask your Union Steward how or go to [npmhu308.org](http://npmhu308.org) for guidance.

In Solidarity,  
John Gibson



## NATIONAL CONVENTION

Ballots for the National Convention Delegate Election will be mailed to all members on or about February 10, 2012. Those members who do not receive a ballot within 7 days please contact the Judges of Election at 215 537 8220 to request a duplicate ballot. Please join me in wishing all of the candidates good luck.

## CONVENTION DELEGATE CANDIDATES

Steve Bahrle	Mike Mohan	Marva Scarbo
Barrie Bowens	John Palombi	Frank Scott
Brian Carson	Christine Paulk	Quentin Seth
Phillip Camilari	Darrell Reed	Eric Stitt
Bill Finley	Mike Rembelinsky	Rick Venerra
Cecelia Jones	Shelby Root	Brenda Watson
John Macey	Morris Roth	Joe Zelenenki

## BOWLING NIGHT!

Saturday, February 25th  
9:00 PM - 12:30 AM  
D & S Elmwood Lanes  
7235 Elmwood Ave.  
Philadelphia, PA 19142

\*FOOD \* BEER \* WINE \* DJ \*

Members & 1 Guest FREE!  
Must be 21 to attend.

Space is limited and reservations are required. Please call Barb at Union Headquarters at

### The 308 Post

Distribution of The 308 Post has been delayed to avoid conflict with the Convention Delegate election process. We apologize for the delay but expect delivery of our newsletter to you in the first week of March. Included in this edition will be your 2012 Leave Chart.

### Letter Carrier Positions

Recently, Anthony Vegliante of Postal Headquarters issued a notice to mail handlers inviting them to consider becoming letter carriers. Those contemplating this offer should understand the potential ramifications of this transfer. Under Article 41.2G of the NALC Agreement, this would result in a new period of seniority. In addition, the Postal Service has made no secret of its intention to deliver mail less than six days a week, which may have an effect on future employment



## NPMHU SCHOLARSHIP DEADLINE March 15, 2012

The deadline for the submission of applications for the Arthur S. Vallone Scholarship program fast approaches. Named in honor of former Local 309 President and Northeastern Regional

Vice President, Arthur S. Vallone, this scholarship is offered to members and those in their immediate families. The purpose of the Vallone Scholarship Program "is to provide financial assistance to Mail Handlers and/

or their family members who are seeking to further their education beyond high school. The program will award a minimum of 25 scholarships (5 per Region) in the annual amount of at least \$1,000, renewable for up to four (4) years or until the completion of the undergraduate degree, whichever occurs first (for a maximum of \$4,000 per recipient over 4 years)."

Additional details and a downloadable application can be found at [www.npmhu.org](http://www.npmhu.org)

Please Post

NPMHU, Local 308  
President's Report  
January 2012