



# Contract Implementation



As the National parties finalize the effective dates of many of the recently negotiated and now ratified contractual provisions, the wage increases effective November 26, 2016 (PP 25-16) and the September 2016 (PP 19-16) cost of living allowance have been implemented and will be reflected on your earnings statement for pay period four. The pay scale reflecting that increase is available on both the National and Local web sites for downloading @ [www.npmhu.org](http://www.npmhu.org) and [www.npmhu308.org](http://www.npmhu308.org) respectively. In addition, the March cost of living allowance has been determined to be \$333 annually or approximately \$.16 per hour. This increase will take effect on Saturday March 4, 2017 and be reflected in the earnings statement for pay period six. The pay scale that will be in effect on March 4<sup>th</sup> is also now available on the aforementioned web sites. As you know, retroactive pay adjustments will be necessary for all of the wages earned between pay period 19-16 for the September COLA and from pay period 26-16 for the contractual increase. The exact pay in which those adjustments will be reflected has yet to be announced. If you have any questions regarding your retroactive calculation once it is reflected on your earnings statement please see your Union representative.

Our new agreement provides guaranteed contractual increases over the term of the new contract, cost of living

allowances, a no lay-off clause for those hired prior to May of 2016, and a one-time conversion of our long-term Mail Handler Assistants. Some of the lesser known aspects of our recently ratified contract include notable improvements. For example, work clothes allowances have increased to \$86 effective May of 2016, \$88 effective May of 2017, \$90 effective May of 2018 and \$93 effective May of 2019. We have decreased the number of casuals that can be employed to no more than 3% outside of the exception periods and increased the number of career path MHAs to 18.5% district wide and 23.5% installation wide. The application of bereavement leave now includes one's mother-in-law and/or father-in-law. 204b supervisors must return to the craft for "one continuous pay period" in order to exercise their right to bid on vacant duty assignments. The Filling of Residuals memorandum has been streamlined to accelerate the conversion of Mail Handler Assistants to career status upon the establishment of a residual vacancy. There will also be a one time purge of Letters of Warning. The new agreement finally codifies the understanding that On the Job Instructors will receive pay at the rate of one level higher than their bid level for work performed as an OJI.

In Solidarity,  
John Gibson

## H.R. 756: Postal Reform Act of 2017

It is inarguable that the enactment of reform legislation is critical to the ongoing viability of the Postal Service and ultimately our very livelihoods. H.R. 756 introduced on January 31, 2017 by Representative Jason Chaffetz of Utah's 3<sup>rd</sup> Congressional District with bi-partisan support through the Committee on Oversight and Government Reform seeks to address some of the ongoing problems created by the Postal Enhancement and Accountability Act of 2006. The full text of H.R. 756 or the Postal Reform Act of 2017 is available for viewing and/or downloading on the Local's website @ [www.npmhu308.org](http://www.npmhu308.org). This legislation is supported by all four Postal Unions and while not perfect provides the changes to the law needed to keep the USPS away from those who would privatize.

## Dues Adjustment

Article XIV of the National Constitution of the National Postal Mail Handlers Union entitled *Dues and Per Capita Tax* requires that "Each time that Mail Handlers receive a general negotiated or arbitrated wage increase, the dues for each Local's regular members shall be increased by one dollar (\$1.00) per pay period, of which amount twenty cents (\$.20) shall be deducted by the National as increased per capita tax." This Local has waived this increase on each of the last three occasions we have received a general wage increase, freezing dues in place. In this instance, we have requested that \$.50 of the \$1.00 dues increase effective with the most recent contractual wage increase also be waived, making the dues for members of Local 308 one of the lowest, if not the lowest, in the country.

# Upcoming Events

Attention Mail Handlers Local 308



@ THE DEFENSE LOGISTICS AGENCY  
(OLD NEW CUMBERLAND ARMY DEPOT)  
ROSS AVENUE ENTRANCE  
NEW CUMBERLAND, PA 17070  
SATURDAY, MARCH 25TH  
7:00PM - 12:00AM  
Members: Free!  
Guests: \$40 per person

**BUFFET DINNER ~ OPEN BAR ~ DANCING**  
Reservations are required. Please contact Barb at Union Headquarters at 215-788-5308 for tickets no later than March 20th

NPMHU LOCAL 308  
PROUDLY ANNOUNCES THE  
SWEARING IN CEREMONY  
FOR OUR NEWLY ELECTED & RE-ELECTED OFFICERS  
FOLLOWED BY  
DINNER \* DRINKS \* DANCING  
SATURDAY, MARCH 18, 2017 AT 6:30PM  
THE TOWNSEND ROOM  
12273 TOWNSEND ROAD  
PHILADELPHIA, PA 19154  
RESERVATIONS REQUIRED

MEMBERS IN GOOD STANDING THAT WISHE TO ATTEND MUST CONTACT THE UNION OFFICE AT 215-788-5308 BY MONDAY, MARCH 10TH TO ENSURE THEIR RESERVATION. SPACE IS LIMITED.

NPMHU, Local 308  
President's Report  
Jan-Feb 2017