



NEW CONTRACT IMMINENT



It is now approaching fifteen months since the expiration of the 2006-2011 Agreement between the NPMHU and the USPS. Brothers and Sisters, our wait will soon be over. The arbitration hearings over the terms of our next collective bargaining agreement concluded Friday February 1, 2013 with some closing testimony from National President John Hegarty. There is certainly much at stake as the Postal Service continues to struggle with its fiscal challenges, in large measure created by the 2006 Lame Duck Congress who thought it would be a great idea to burden the Postal Service with an annual \$5.5 Billion retiree health benefit pre-funding requirement. In these tough times the continuation of the no lay-off provision is a critical component of any new contract with the Postal Service, as well as improvements with our wage and benefit packages. To that point, with three of the four Postal Unions now with new agreements and each of those contracts providing similar structured wage and cost of living allowance increases, I think it is within the realm of the possible that the Mail Handlers Agreement will look very similar to the three determined agreements and may in-

clude at least three wage increases of 1%, 1.5% and 1%, as well as many as seven cost of living allowances. It may also be the case that we will see an increase in our health benefit contribution as well. While any wage increase will far outpace any increase in our health benefit premiums, it will still serve to slightly reduce our net increase. As reported by the National Office throughout the negotiation and arbitration process, Postal management has focused much of their attention on labor costs and their lack of employee flexibility, to which the Mail Handlers Union correctly pointed out that the Service has failed to capitalize on the workforce flexibility they currently enjoy under our existing contract. Specifically, underutilizing part-time regular and part-time flexible career mail handlers as well as their casual allowances. Notwithstanding this effective rebuttal, the decided agreements between the APWU and the NALC now include a new category of employee, the Postal Service Employee (PSE) and the City Carrier Assistant (CCA) respectively. Both created to address this cost and alleged lack of work force flexibility concern. Will the Mail Handlers agreement also address this flexibility and cost

issue with a new type of employee or an increased casual mail handler allowance, it is impossible to know at this point, but in either case, our working environment may very well see some changes in this regard. Another important but often overlooked aspect of a new National Agreement is the affect it could have on our Local Memoranda of Understanding or LMOU. Under Article 30 of the Agreement, local facilities can bargain over certain items such as leave policy, wash-up, and temporary movement. In order to prepare for the possibility of Local negotiation on these important items we have already scheduled a seminar on this often complicated process. On April 15th the Local will host a training session conducted by our top national experts on this aspect of our Agreement providing your representatives with relevant information and strategies. Please continue to watch your Union bulletin board as well as both the National and Local websites at www.npmhu.org and www.npmhu308.org respectively.

In Union Solidarity,
John Gibson

Executive Board Meets

On January 30, 2013 the Local's Executive Board met to discuss a variety of topics as proscribed by Article IV, Section 6 of the National and Uniform Local Union Constitution. Minutes from each of the meetings are available on the Local's Web site at www.npmhu308.org or in your facility's Union Office. The Board is made up of three State Executive Board Members, one for each of the states under the jurisdiction of the Local, the Local President, the Vice President, The Treasurer, and the Recording Secretary for a total of seven members. As per the governing rules, the "Board shall exercise the legislative powers of this Local Union except as otherwise limited



NJ SEBM Campellone, Recording Secretary Zelenenki, DE SEBM Seth, PA SEBM Rembelinsky, Vice President Bahrle



Treasurer Mohan



President Gibson

herein". The Board meets at least quarterly to discuss major issues affecting the Local as well as review and vote upon any disbursements made during the period between meetings. Following the President's Quarterly report to the Board on the state of the Local and a detailed Treasurer's report, among the issues discussed during the January meeting included the planned move from the Arsenal Business Center and purchase of the Local's own facility by year's end, the Local's upcoming Winter Event, the Mail Handlers' National Legislative Conference scheduled for May, as well as setting a budget for the Union's Summer Event. Please check the Local's website for archived Executive Board minutes.

Newsletter On The Way

The 2013 Winter edition of the Local's newsletter, *The 308 Post*, is on its way to your mail or post office box. All members of Local 308 will receive this informative publication which also includes a 2013 work hour and leave usage chart. Important Union topics are covered in this issue, such as the State of the Local, a year-end financial statement, safety and sick leave rights, as well as photo essays covering both the 2012 Winter and Summer events sponsored by your Local. If you do not receive your copy by February 28, 2013 please contact Union Head-

quarters at 215 537 8220 to verify or update your mailing address.



Legislative Conference May 8-9, 2013

The NPMHU's biennial Legislative conference will once again convene in Washington, DC, for a two day action summit. Representatives from across the country, including four from Local 308, will assemble in our Nation's capital on May 8th for an informational seminar and strategy session before visiting our elected representatives on Capitol Hill on May 9th. The need for Postal Reform legislation has been painfully clear for sometime as the Service continues to suffer the effects of a burdensome \$5.5 billion payment to the Retiree Health Benefit Fund and a struggling economy, along with other



statutory constraints on the Postal Service. However this can be corrected by measured and progressive legislation spurred on by the activism of mail handlers and other Postal stakeholders. Brothers and Sisters get engaged and stay engaged politically, your job depends on it.

*NPMHU, Local 308
President's Report
January 2013*