



2024: What to Expect



As we have discussed, the PMG's 10-year plan continues to trudge along and some of the elements of that plan have already had an effect on Local 308. It is anticipated that the rollout of the two Regional Processing and Distribution Centers (RP&DC) will not occur until later this year or possibly into 2025. To refresh, the RP&DCs are the mega-sites that will handle virtually all parcel processing. One will be located in the Harrisburg Area, the other in Philadelphia. This is the centerpiece of Dejoy's restructuring plan with smaller processing sites called Local Processing Centers (LPCs) essentially feeding the RP&DCs with mail. The final type of new facility will be the Sorting and Delivery Centers (S&DCs). The S&DC will consist of aggregated carrier offices, some parcel processing, as well as cross dock operations. The first S&DC coming online in Local 308 will be in the Norristown Office, formerly the Southeastern P&DC. This is planned to occur in February. As you probably know there are parts of the country that are further along in the PMG's scheme to restructure the mail processing network, a network he has characterized as the worst he has ever seen. In those areas more advanced in their implementation our National Office has effectively partnered with those already affected Local Unions to protect and advance the interests of the Mail Handlers Union. As we have stated before the changes proposed by the PMG will be disruptive as employees will be moved from offices losing mail to offices gaining mail. This is unavoidable, however minimizing the dislocation and inconvenience and reducing the impact to mail handlers is achievable. This is our obvious goal.

As we stated, we have already experienced Mail Processing Facility Reviews for the Trenton, Wilmington, Lehigh Valley P&DCs, and the most recently announced review for the South Jersey P&DC. The plan for these Processing & Distribution Centers in the short term is to move some mail processing operations to the Philadelphia P&DC in the cases of Trenton, Wilmington, and South Jersey and to the Harrisburg P&DC in the case of the Lehigh Valley facility. Only Trenton's mail move has been approved thus far

and we wait for the decisions on the other three. It should be noted that the movement date of mail from Trenton to Philly has not been released. These proposed mail moves for all four already identified are only part of the overall Dejoy plan. Once the RP&DCs come online it is expected that all parcels, both originating and destinating will be processed in these mega-sites. This will result in a reduction in staffing in the former P&DC's and an increase in staffing in the RP&DCs.

The movement of employees from one facility to another is controlled by Article 12 of the National Agreement, specifically Sections 12.5 and 12.6. A copy of the 2022 National Agreement is available in your local union office or online @npmhu308.org or @npmhu.org. While it is considered to be the most complicated article in the contract, a couple of things you should know as we approach the actual movement of mail handlers from one building to another. The first is that if you are moved involuntarily, you would retain the seniority date you earned in the losing facility. You keep your seniority. If you decided to apply for a reassignment to another facility in another part of the Local or another part of the country, you are entitled priority consideration. What does that mean? Well, for example, if you wished to transfer to Phoenix, Arizona, management in the gaining facility would be prohibited from holding a less than perfect attendance or safety record against you.

Remember, we are a little bit away from any actual impact, but it is not too early to start considering options if you are identified for reassignment. These will be complicated and anxiety ridden times for both the losing installations and the gaining installations and, as usual, we do not expect the employer at the local level to honor all aspects of the contract when the stuff hits the fan. In light of this inevitability we urge you to speak with your local Union representatives directly when you have questions or concerns. Do not rely on what you hear on the workroom floor from either management or your co-workers.

In Solidarity - John Gibson

Local Grievance Activity

A review of grievance activity throughout the Local's three districts reveals an active and robust Union pushing back on the malfeasance of the employer at every opportunity. The numbers speak for themselves and these are just the settlements we have won over only a five month period. During this

same timeframe we have also achieved success at the Step 3 and above levels of the grievance process resolving another 39 grievances with additional remedy over \$21,000.00. We once again thank our certified representatives for their commitment and hard work in defending the rights of mail handlers.

Step 1 & 2 Settlements August-December 2023				
	<u>Discipline</u>	<u>Contractual</u>	<u>Total</u>	<u>Remedy</u>
August	71	68	139	\$14,367.94
September	84	87	171	\$77,441.00
October	89	86	175	\$25,158.83
November	89	84	173	\$17,484.00
<u>December</u>	<u>90</u>	<u>103</u>	<u>193</u>	<u>\$46,948.01</u>
Totals	423	428	851	\$181,399.78