



THE DAMAGED & THE DEPRAVED NEVER REST



Defending the rights of our members across the Local is obviously job number one and includes many separate components. This important work requires constant vigilance as those in management continue their efforts to erode the contractual and legal protections we have earned as a collective bargaining entity. For this we thank the Union's representatives, stewards, and members for their commitment and dedication. These efforts to protect are dictated, to a large extent, by effectively managing our resources. Through Brother Mike Mohan's exceptional work as Local Treasurer and the Local Executive Board's pragmatic approach to our fiscal stability, we continue to build and utilize a war chest to meet the myriad of challenges we may confront. We are proud to report that we are now debt free to our National Union. Brothers and Sisters, *Revenue Equals Representation* and we are now stronger than ever and better positioned to defend you and the rights you enjoy.

AROUND THE LOCAL

In each of the three Postal Districts under the jurisdiction of Local 308, we continue to push back against the employer's transgressions with increased success. In Central PA we have seen continued conversions of our Mail Handler Assistants in our Harrisburg facility and most recently we have seen conversions in our Lehigh Valley plant. We congratulate those Brothers and Sisters on their newly enhanced postal status as we sustain our commitment to those awaiting conversion around the Local, always encouraging management to fill what we believe to be career needs with your promotion.

Our ability to prepare your representatives in defense of our rights in arbitration has recently witnessed significant success as well. In Harrisburg for example, Branch President Carson and Lancaster Branch President Shelby Root collaborated to successfully challenge a Holiday scheduling violation in Harrisburg, resulting in an additional 50% premium to those scheduled to work their designated holiday. In his decision Arbitrator Owens wrote *"The Union has proven by a preponderance of the evidence that the Service violated Article 11.6 when it failed to include casuals and MHAs on the holiday posting of August 26, 2014 for the Labor Day Holiday. Accordingly, the grievance is sustained."* We thank Brian and Shelby for their excellent work.

A grievance filed by the Union during the Reading consolidation was finally resolved after two arbitration hearings, once before Arbitrator Dissen, who did not render a decision, and then Arbitra-

tor Bello on Friday July 24th. Ms. Bello found that the employer violated Article 12 when it did not offer additional reassignment opportunities to impacted Reading employees to the Lehigh Valley facility. Instead offering only Harrisburg assignments, a considerable distance away. Affected employees will be offered the chance to reassign to the Lehigh Valley Plant and retain their seniority and receive compensation for mileage where applicable. Once Arbitrator Bello's written decision is received remedy will be implemented.

Within our South Jersey District we continue to push for conversions of our Mail Handler Assistants wherever opportunities exist. Currently we have outstanding grievances in our Trenton P & DC and the promise to convert remains stalled at Postal Headquarters. We continue to communicate with our National representatives on the status of this delay. Within Trenton, while we push to convert, payment on an outstanding casuals in lieu of case has finally been made for a period covering 2011-2012.

The delay in the grievance arbitration process is an unfortunate common theme throughout our Local as we await the adjudication of our additional "relief mail handler" grievances in the South Jersey P & DC. As those in South Jersey recall, the Tour 2 version of the relief case was decided by Arbitrator Bello and remedy has been received by those harmed. However, the employer has refused to similarly resolve Tours 1 and 3 raising bogus procedural arguments. Those matters now await scheduling before an arbitrator.

Union action has also reaped benefits in the Philadelphia Metropolitan District as well, as we successfully argued a casuals in lieu of case before Arbitrator Owens, who ruled in favor of the Union in the NDC. In the Philadelphia PDC, Branch President Mike Rembelinsky has successfully persuaded local management to agree to the conversion of ten Mail Handler Assistants to career status and we congratulate those newly career mail handlers. To be sure there is much work to do Sisters and Brothers, but we can't win without the fight and we have plenty of that throughout the Local. We will continue to train your representatives and challenge the malignant decisions of **The Damaged and The Depraved** within management and as always we encourage your participation and your input on all matters Union.

In Union Solidarity,
John Gibson

THE CAMDEN RIVER SHARKS



*NPMHU, Local 308
President's Report
June-July 2015*