



IMPACTS AROUND LOCAL 308



As you know, the consolidation of a number of our facilities has resulted in a great impact to our members and the dislocation and inconvenience to mail handlers has not been kept to a minimum as required by our contract. Obviously, the movement of all mail handlers from both the Reading and Williamsport facilities is of great concern to this Union. With the assistance of Union Representatives Chuck DeCarlo and John Sprinkle, we have scheduled site visits to review the Post-AMP operation within these two buildings. In addition, we are in the process of requesting operational data since the movement of mail handlers from these installations on June 1, 2013. It is our belief that the Service has been less than forthcoming on the operational need for mail handlers in both Williamsport and Reading after June 1. Leading up to the involuntary reassignment, this office met with the Central PA District management leadership to discuss the mail handler needs within those installations. Without hesitation district management denied any continuing mail handler need in either facility. Since that time we have received reports of other crafts as well as management personnel operating powered industrial equipment and performing other mail handler functions. Needless to say, over the coming weeks and months we intend to challenge management on what we believe to be a violation of Articles 5, 7, 12, and Regional Instruction 399. While our efforts may not return all impacted mail handlers, we are going to argue for every hour worked by other crafts and/or management that belongs to us. In addition, the Union is pursuing

grievances for impacted Reading mail handlers who were denied the opportunity to reassign to the Lehigh Valley facility. The remaining approved centralizations involving the Scranton and Lancaster facilities are still scheduled for implementation beginning early in 2014. As previously reported, management has projected that seventeen and thirty three mail handlers respectively will remain in those installations. As we approach the implementation date our discussions with management will obviously intensify.

As is the case for Central PA, the Philadelphia District is also experiencing the pain of consolidation. The Southeastern P & DC located in Wayne, PA continues to move mail processing operations to other facilities. Effective June 1, the facility involuntarily reassigned sixty mail handlers to continuing installations in the Philadelphia and South Jersey districts, with another impact of forty-three scheduled for September 7, 2013. The goal, according to the Service's AMP study, is to retain no more than thirty-three mail handlers by the end of the AMP process. Brother Vennera and I have worked closely with Congressman Meehan's office as we continue to challenge this foolhardy consolidation.

The three major facilities within the South Jersey District, the South Jersey, Trenton and Wilmington P & DCs continue to see craft growth with impacted employees arriving from northern New Jersey and Southeastern.

As with any reassignment, voluntary or involuntary, Article 12 of the National Agreement is controlling, specifically Sections 12.5 and 12.6 are the most

applicable under the current circumstances. As discussed during Branch Meetings for the affected installations, a basic rule of thumb regarding the bidding eligibility for incoming mail handlers depends on the type of consolidation implemented. In cases where mail is also arriving from an impacted facility, those incoming mail handlers are treated as details to the new facility for 120 days from the date of the first reassignment and are not permitted to bid on vacant duty assignments. While the regular cyclical bid postings will continue to occur within the gaining facility, only eligible mail handlers already within the installation are able to bid. At the conclusion of the 120 day period all newly created duty assignments that are the result of the incoming mail, along with all residual vacancies existing at the end of the detail period are then posted for ALL mail handlers assigned to the installation.

Although, there are mail handlers that await conversion from part-time flexible status to full-time in each of our three districts, between the NDC, P&DC and Southeastern the Philadelphia District has more than 80 at this point. As many of you know, and as set by the terms of the recently determined 2011 National Agreement, in 200+ man-year facilities all part-time flexible mail handlers shall be converted to full-time status no later than August 14, 2013. However, the Union continues to discuss earlier conversion with management. We will keep you updated as developments occur on these and other issues. Please do not hesitate to contact me with any questions or concerns.

In Solidarity,
John Gibson

THE 308 SUMMER SHINDIG



*NPMHU, Local 308
President's Report
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