



THE SINGLE CONSTANT



It has been said that the single constant in the known universe is change. While often unsolicited and at times incremental, change is always inevitable. Nothing stays the same Brothers and Sisters and the Postal Service and all its dedicated hard working men and women are subject to these universal laws.

As some within the jurisdiction of this Local are already feeling the influence of recently appointed Post Master General Louis DeJoy, I can assure you that more may be on the way. The Postal Service is about to undergo a major restructuring, the likes of which we have not seen in decades and the effect these changes will have on mail handlers and other employees is not yet known. The restructuring of the Area offices and headquarters operations, we fear, is just the beginning, and like you, my single question is how will these changes immediately affect mail handlers over the coming months and years and what will be the cumulative effect? As of this writing we are seeing scheduling and staffing changes within a number of facilities that, thus far, do not include a reduction in career positions. (As though we are not already critically understaffed) As we have discussed in the past, Article 12 of the National Agreement entitled **PRINCIPLES OF SENIORITY POSTING AND REASSIGNMENTS**, controls much of what will occur during any operational transformation that may occur. We have rules and those rules are designed to respect the seniority rights of mail

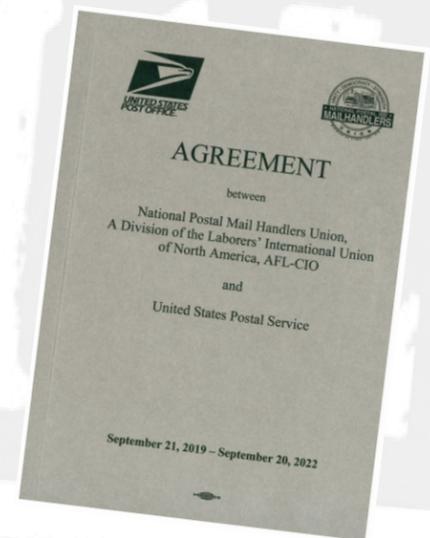
handlers and to adhere to the **“primary principle in effecting reassignments...that dislocation and inconvenience to employees in the regular work force shall be kept to a minimum, consistent with the needs of the Service.”**

Sisters and Brothers, as many of you know, I am not naïve and from experience I am painfully aware that the employer rarely adheres to the clear and unambiguous language of the agreement they signed off on. Therefore, as always, this office as well as all of the dedicated elected and appointed representatives of this Local will be fully and totally engaged in whatever “stuff” hits the fan in the coming weeks and months. As the adage goes, “we are preparing for the worst...”. Thus far some changes have been proposed in a haphazard, on again, off again, and then back on again manner. This obviously can create an uncomfortable and anxiety ridden environment while the Area and District operations “experts” figure this stuff out on the fly. We intend to provide you with the latest and most accurate information regarding any of the proposed changes that may occur moving forward. As soon as we know something we will pass it along as quickly as possible. Until then, if you have any questions or concerns do not hesitate to contact your facility representative or this office directly.

In Solidarity,
John Gibson

2019-2022 National Agreement Distributed

The 2019-2022 National Agreement has been mailed to every member and should have been received at your address of record by the time you read this. However, if you have not yet received your copy of the contract please contact your Union representative and we will get you a copy. Stay informed and stay strong by reading your National Agreement.



HR 6800 - THE HEROES ACT

After a number of COVID relief bills passed by Congress and signed by the President, we’re still waiting to get some recognition for the courageous work and the deserved support as essentials. If you are watching, the White House and Congress are still haggling over the terms of the next stimulus bill. As reported by our National office “Explicitly, the bill provides for \$25 billion to make up for lost revenue, with priority given to the purchase of personal protective equipment (PPE). Additionally, the bill removes certain borrowing restrictions imposed on the Postal Service from the Department of Treasury.

Directly impacting NPMHU members, the HEROES Act would grant pandemic premium pay for all postal employees. Acknowledging that these men and women, as essential workers are placing themselves and their families at a greater risk of contracting the coronavirus, the bill calls for an additional \$13.00 an hour for time worked from January 27, 2020 until 60 days after the pandemic ends. While nothing can fully make up for the physical and mental stress employees are facing, the NPMHU hopes this assistance will provide some ease to members.”

CONTACT YOUR SENATOR @ 866 832 1560.

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National Postal Mail Handlers Union, Local 308 117 Neshaminy Rd. Croydon, PA 19021
tel. 215 788 5308, fax 215 788 5323 or Visit us @ www.npmhu308.org

*NPMHU, Local 308
President's Report
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