



# SHOULDER TO SHOULDER



We are all certainly facing our full share of challenges as employees of the United States Postal Service and members of Local 308 these days. This is something you really don't need to hear from me as you live it each and every day you clock in and go to work. With an entity the size of the Postal Service there are all manner of indiscretions perpetrated against craft employees at every level of the organization. From the halls of "leadership" in Washington D.C. through the seven Area Offices and scores of Districts throughout the nation into to each and every mail processing facility and post office, the wayward and disenfranchised in management troll for potential bargaining unit victims. Do not be victimized Brothers and Sisters. Within the three districts covered by Local 308 we have more than 100 representatives prepared and poised to stand shoulder to shoulder with you as you face the inevitable assault on your contractual and legal rights and quite often your very dignity. While not all in management drool in anticipation of sticking it to the craft at every opportunity, there are enough malignancies within their ranks to make the eventuality almost certain. There is no magic bullet. There is no wand we can wave to stave off these predators. What we do

have however are representatives of this Local and many of its members dedicated to pushing back on those who would violate our rights. Stand up, and even though it may be a tough slog at times, make no mistake, not one of you, not one member stands alone. That is our commitment to the members of this Local. While the Postal Service continues to find new and interesting ways to degrade the service we provide by slashing staffing, realigning operations, and promoting the least competent in many cases to direct the workforce, we still have a contract and we still have rights. Brothers and Sisters, the surest way to protect those rights and your dignity as a Mail Handler and an employee of the United States Postal Service is to assert your right to consult with your Union representative. As a member of a bargaining unit with a collective bargaining agreement you belong to a select group of individuals in the American workforce and you should take full advantage of it. Don't wait, don't delay, if you feel your rights have been violated, request representation.

In Solidarity,  
John Gibson

## BUILDING THE NATIONAL AGREEMENT

As many of you know our sister union, the APWU, is now in the midst of negotiating their next National Agreement. More importantly, you may also know that our own National Agreement expires May 21, 2016. With that in mind, it is not too early to begin to submit your ideas on how we might improve upon our Contract. As I make my way around the Local I am quite often presented with issues or concerns from members regarding the language or interpretation of our Agreement. Now is the time to submit your ideas to your facility representatives as we gear up for

negotiations at the National level. Now posted on the Local's web site is a printable form for this very purpose. Your submission does not have to overly technical, it can just be an idea regarding some aspect of the contract or even something not previously considered in bargaining. We look forward to your submissions.



## Legislative Conference 2015

*In preparation for the 2015 Legislative Conference scheduled for May 12th-13th in Washington D.C., your Local's Executive Board recently convened a special session to discuss this important event. The Board covered the logistics of scheduling meetings with those Members of Congress serving the membership of this Local, as well as review the major legislative goals of the National Postal Mail Handlers Union. In coordination with our National partners, the Board will work in teams to cover each of the states under our jurisdiction. More than a dozen meetings with Members of both the House and Senate have already been scheduled with more to come. As always, we encourage you to reach out to your representative and let them know how important your work is, not only to you and your family, but to the Nation as well.*



## Knowledge is Power

Visit [www.npmhu308.org](http://www.npmhu308.org)

*Providing the Members of this Local with the information necessary to navigate the United States Postal Service is critical to preserving the rights we have gained over decades of struggle. We encourage each and every one of our members to visit the Local's web site for information and other resources on a variety of topics. Knowledge is power Brothers and Sisters and the more you know the stronger we all are. Not only will you find the latest updates on Local wide and facility developments, links to many Postal forms are also available. For example, under the tab Resources there are a number of links to informational documents including our National Agreement, the Contract Interpretation Manual, our Union Constitution and By-Laws, as well as links to Postal handbooks and manuals including the Employee and Labor Relations Manual which defines and describes a multitude of aspects of postal life including leave accrual and usage, retirement systems, the Thrift Savings Plan and numerous other programs. Also linked through this resource page are fillable leave request forms (PS Form 3971), Change of Schedule forms (PS Form 3189), WH-380E, WH380F (FMLA Forms), OWCP forms including the CA-1, and the CA-2. Take advantage of these resources and let us know how we can improve your Locals web site.*