



Pick and Shovel



For those of you who regularly attend your Branch meetings you have heard the phrase “this is pick and shovel work” and that there is no magic bullet that will end violations of the contract by the malignancies inside management. Defending a negotiated contract requires all shop stewards, and yes even members as well, to roll up their collective sleeves and exercise their legal right to challenge any and all contractual transgressions. The surest way to lose our right to challenge management is to stop asserting those rights.

There are times that repeat violations require repeat challenges and the filing of scores of grievances on the same issue. For example, rules governing temporary movement from your bid

duty assignment. The Contract is not at all confusing or ambiguous regarding movement but management insists on ignoring this important right day in and day out in some facilities. It certainly can be frustrating, but all we ask is that you notify any Union representative certified to protect your rights and let them go after it. Some of our basic rights are sometimes ignored as a matter of convenience. Our job is a simple one, enforce the law and make wanton violations of our Agreement by management as inconvenient as possible.

In Solidarity,
John Gibson

The Local Front

As our National Union battles the Postal Service over the terms of our next National Agreement there are plenty of fights going on at the Local level as well. Since the beginning of the year we have argued 11 cases in arbitration over all three districts under the Local’s jurisdiction. Of the five decided, three were resolved in the Union’s favor and one referred by the Employer to Step 4 as interpretative. We have six issues still pending and through May we have an additional twelve hearing dates scheduled. As you know, a critical component of the Local’s ability to represent mail handlers is its ability to manage the Union’s resources. Defending your rights in and through the grievance process all the way up to arbitration is not free, or cheap, however we are proud to report we have the funds available to arbitrate any and all cases. The Union continues to challenge management across the Local to protect our work and jobs and create or in some cases recreate mail handler duty assignments. Management’s Function 1 Scheduler is their latest staffing toy that they claim can calculate the precise number of jobs needed in any facility. Only one little snag, the thing doesn’t work and the managers

that are actually on the work floor day in and day out know it. Wherever management reverts or abolishes a duty assignment your local reps are investigating and filing grievances on violations of Article 12. It is obvious to most that management’s chronic understaffing is part of a concerted effort to avoid the promotion of our MHA Brothers and Sisters. While the National MOU to fill vacancies has set the ground work to protect jobs and facilitate MHA conversions to career, there are still some real battles that need to occur building by building. We are doing this by fighting management on a number of fronts including challenges under Article 12 and the Vacancy MOU. Critical to maintaining career mail handler duty assignments is ensuring that we clock into the correct operation and that our work hours are properly assigned. If you are temporarily moved from your bid duty assignment to another work location or to a detailed higher level assignment make sure to clock the correct operation. If you are unable to do this please request to see a shop steward. If you have any questions regarding these or any other Union related matters do not hesitate to speak with your facility Union Representative or this Office directly.—John Gibson

2016 NPMHU CONVENTION

As many of you, know this year is chock full of important Union events not the least of which is our quadrennial National Convention. This year Local 308 will send eleven delegates to Chicago, Illinois to discuss, debate, and yes, even argue about the future direction of this great Union. As already announced by National President Paul Hogrogian, proposed changes to the National and Uniform Local Union Constitutions as well as any proposed resolutions should be submitted in writing no later than **Thursday June 23, 2016** to the National Office . The address for all submissions is:

2016 National Convention
1101 Connecticut Ave. NW Suite 500
Washington, D.C. 20036

We encourage all members to engage in this important process. Our current Constitution is available on both the National and Local Union web sites as well as in your Local Union office. Once again we wish to extend our great thanks to our Judges of Election **Gerri Sterrette-Cooper, Elsie Sudler, and Jerome Greer** for their professionalism and all around great work. We also extend our congratulations to all candidates who participated in the process. A pre-convention meeting for elected delegates has been scheduled to discuss potential proposals as well as convention logistics early in June with the Convention set to kick-off on August 22nd, 2016.



Judges of Election
Elsie Sudler, Gerri Sterrette-Cooper, Jerome Greer

Local 308's 2016 Convention Delegates

- | | | |
|--------------|------------------|-----------------|
| John Gibson | Steve Bahrle | Nick Campellone |
| Brian Carson | Sean Craig | Bob Glycenfer |
| Mike Mohan | Mike Rembelinsky | Shelby Root |
| Quentin Seth | Joe Zelenenki | |

*NPMHU, Local 308
President's Report
March-April 2016*