

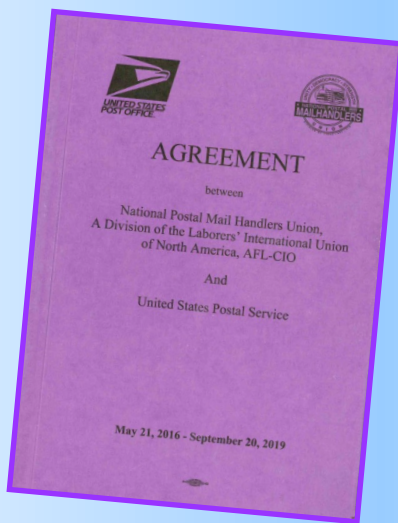


ENFORCEMENT



Following a successfully bargained contract with new and improved rights for mail handlers, there is always a bit of a learning curve involved for both craft and management. Some would even argue that there are many in management that still don't understand the previous National Agreement, never mind the new one, and already have a lot of catching up to do. I don't disagree and would add that there is a likelihood that they'll never get there and probably don't want to. Notwithstanding their unwillingness to learn or comply, we are here and definitely willing to instruct through enforcement. Our National office has mailed a bound copy of the new National Agreement to each and every member. And yes, it is "mauve". We encourage all Sisters and Brothers to review the National Agreement and keep it close, especially while at work as it contains changes that will affect your work lives and potentially your very livelihoods. The National office during its most recent meeting of the Local Unions conducted a one-day seminar on some of the most significant changes to the National Agreement. Your Local union intends to follow suit shortly and conduct a review of the new Agreement for Local Union officers and other Union representatives.

Some of the more significant improvements include, obviously, pay increases for both career and career path employees, continued cost of living allowances and no lay-off protection for career employees. Holiday pay has been extended to MHAs for six holidays including the right to exchange that Holiday leave pay for annual leave. Clothing allowances will increase by 2.5% each year under the Agreement. Casual employment will be cut to 3% and career path



MHAs will cap out at 18.5% district wide and 23.5% within an installation. MHAs with two and a half years employment have been converted and from here on out those converted with at least one year of employment will not serve a probationary period.

All Letters of Warning issued at least six months prior to the effective date of the Contract, and not subsequently cited as a progressive element will be purged from the record. This provision also applies to MHAs.

Management must post or revert all vacant duty assignments within 28 days of their initial vacancy.

Bargaining unit members detailed to an EAS 204b position must return to the craft for one continuous pay period prior to working 120 consecutive days or risk losing their bid.

Bereavement Leave now includes Mothers-in-law and Fathers-in-law.

On-the-job instructors will be compensated at the level 6 rate for training on level 5 positions. This along with all the other work rules took effect on March 4, 2017. The National Agreement contains quite a few improvements to be sure, but there is plenty of existing language that sometimes goes unrecognized by the bargaining unit. The new Agreement is being mailed right to your mailbox, take the time to refamiliarize yourself with the rights that have been negotiated on your behalf. If you think that management is ignoring the contract and your rights ask for Union representation and hold them accountable. We stand ready to enforce the National Agreement

In Solidarity,
John Gibson

Local Officers Sworn In



Bran Carson-Harrisburg BP, Bob Glycenfer-Scranton BP, Steve Bahrle-Trenton BP, Shelby Root-Lancaster BP, Nick Campellone-NJ SEBM/South Jersey BP, Mike Rembelinsky-PA SEBM/Philadelphia PDC BP, Mike Mohan-Treasurer, John Gibson-President, Chris Lee-Vice President, Joe Zelenenki-Recording Secretary, Sean Crag-Lehigh Valley BP, Brian Clark-DE SEBM/Delaware BP, National President - Paul Hogrogian (conducting oath of office)

Executive Board Meets



Chris Lee-Vice President, Mike Rembelinsky-PA SEBM, John Gibson-President, Joe Zelenenki-Recording Secretary, Nick Campellone-NJ SEBM, Mike Mohan-Treasurer, Brian Clark-DE SEBM (Not pictured, subsequently elected)

NOW MORE THAN EVER!

There are probably very few of us who are not, at the very least, marginally aware that we have a new Congress and a new President. The 115th Congress is now in session and considering a multitude of resolutions and bills that may one day become laws. One of those bills is HR 756 or the Postal Service Reform Act of 2017. The impact of the wrong legislation on the working men and women of Postal Service could very well be devastating and the risk of the 'wrong' legislation appears to be greater now than ever before. While we currently support this particular piece of legislation it can be modified with the flick of a pen and the postal world as we know it could end. You have all heard I and others drone on about the importance of political engagement and how our jobs and livelihoods are potentially at stake. Brothers and Sisters this is not hyperbole, this is reality. Your Union will be visiting Capitol Hill on May 9th to lobby those in DC on your behalf and we sure could use your support. Join the NPMHU Political Action Committee (PAC) and contribute to save the USPS and your very own livelihood. VISIT www.npmhu308.org and click the Legislative tab or see any Union Representative.



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
March-April 2017*