



# Bid Jobs Under Attack



The assault on Mail Handler bid duty assignments has begun and many have already felt the sting of management's latest challenge to logic and the collective bargaining agreement. We have seen vacated bid duty assignments reverted over the last several months and have challenged those. But now an unprecedented elimination of occupied duty assignments has swept through the local and has impacted many across the nation. There is no discernible rhyme or reason to this most recent barrage, and currently there are more questions than answers on motive or the designed end game, if we are to assume there is any design here at all.

Here is what we know; Within Local 308 and across the country management has instituted a revised staffing algorithm they have named the *Function 1 Scheduler*. This process ingests scanning data and regurgitates the inputted data in terms of "earned complement". Its flaws are obvious to everyone in the Postal Service except for the very brightest housed in Washington, D.C. As we all know, scanned data is not accurate and cannot account for all of the ancillary duties associated with moving the mail. Again we are the victims of the Grand Canyon sized disconnect between the theoretical world of the bean counters in DC, and the real world everyone else lives in. Management has taken the overly simplistic position that in facilities where the earned complement is lower than the number of bid for duty assignments, the remedy is to abolish the number of assignments over their manufactured earned number of duty assignments.

Clearly, management has put the cart well before the horse and in doing so has once again ignored the rights of mail handlers. According to local managers within the impacted facilities there is no intention to reduce the number of work hours, reduce the number of casual employees, reduce the number of Mail Handler Assistants or their work hours or actually reduce the number of career Mail Handlers, just cut their bids. If what they are doing makes any sense to you, you should probably seek medical attention.

The fact of the matter is that the work hours we use to move the mail cannot be artificially reduced by cutting duty assignments. Reducing the number of bids does not reduce work hours and abolishing bids under these circumstances, in our view, violates the contract.

The basic contractual requirement job abolishment are included within Article 12 of the National Agreement which defines Abolishment as

*"A management decision to reduce the number of occupied duty assignment (s) in an established section and/or installation."*

Upon the effective date of the abolishment, the affected mail handler becomes an unassigned regular with an assigned schedule. Those level 5 mail handlers impacted do not lose their higher level designation and continue to receive their higher level salary.

Thus far we have not been informed of the employer's intent to excess any junior employees from the sections in which abolishment has occurred. It should be noted that the provisions of Article 12.6C4 (Page 59) are not applicable unless employees are excessed from the section. Therefore, no expedited selection process can occur without sectional excession.

In terms of those now without bid duty assignments, it is the Union's position that in addition to a set schedule you should be assigned to a principal work location and can only be moved in accordance with the facility's local memorandum of understanding's Item S. We urge those going through this management created mess to stay vigilant along with any other mail handler who believes his or her rights have been violated and ASK FOR A STEWARD.

The act of abolishing a duty assignment, by itself, is not necessarily a violation of the National Agreement, but it is our belief that under these unprecedented circumstances that most, if not all, of the abolished duty assignments will result in a grievance. For each abolishment that violates the terms of Article 12 the Union will file a grievance with the remedy of returning the impacted employee to that duty assignment and making him or her whole for the period or periods of violation.

Brothers and Sisters this attack will not go unchallenged as we exercise our contractual and legal right to grieve and ultimately arbitrate if necessary. Please do not hesitate to direct any questions or concerns to your facility Union representatives or this office directly.

In Union Solidarity,  
John Gibson

## LEGISLATIVE ACTION

Representatives from Local 308 visited Capitol Hill May 8th and 9th to lobby for legislative postal reform. Members of the Executive Board (pictured top right) broke off into to three teams to cover each of the three states under the Local's jurisdiction attending more than a dozen meetings. Pictured below right the NJ and DE teams met with Delaware State Senator Tom Carper, joining us with the Senator were National President Paul Hogrogian and Legislative Director Bob Losi. Our goal was to urge representatives to support House Resolutions 15, 28, and 31, which resolve to maintain six day and door to door delivery and return service standards to previous levels respectively. In addition, we urged Congress to support HR 756, The Postal Reform Act of 2017 and HR 760, The Postal Service Financial Improvement Act of 2017. Each of these bills would protect the Service and the jobs it currently provides. We encourage every Mail Handler and every Postal employee to reach out to there congressional representatives and ask them to support these initiatives. For the latest on all legislative news visit [NPMHU.org](http://NPMHU.org) and click on the Legislative & Political tab.



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

*NPMHU, Local 308  
President's Report  
May 2017*