



Labor/Management Meeting



Brothers and Sisters,

On November 20, 2014 representatives from Local 308 including myself, CSS Garry Simmons T-2 and CSS Stuart Beckman T-3 met with representatives from the Postal Service to discuss a variety of issues including, but not limited to, the Christmas Annex and its staffing. The staffing of said Christmas Annex is an issue for the MHU as for the last three(3) years we believe the Service has incorrectly applied Article 25 by giving "tour preference" when choosing mail handlers who have volunteered to work there. Grievances have been filed and will be filed again for this years selections and we anticipate putting the matter before an arbitrator some time early 2015. The MHU believes the language in Article 25 is controlling and that mail handlers should be selected based solely on seniority. It has come to my attention that there are managers on Tour 3 who have told employees that the Annex is going to stay open for an extended period of time. Plant Manager Morrow at the meeting was specifically asked how long the Annex facility would be used, and how it would be staffed. He would not directly answer the length of time that the Annex would stay open, but when asked about the staffing he indicated that there was dialogue occurring at the National level requesting "flexibility" in regards to retention of casuals over the cap once the exception periods have expired. I have contacted Local President John Gibson and thus far he has not been contacted regarding any agreement to allow casuals over the cap.

Also, discussed at length was a variety of issues surrounding managements handling of bids. The consistent backfilling of both Level 4 and Level 5 positions are being tracked by the Union, with some mail handlers providing observation sheets to assist in showing where the back filling is taking place. It is critical that mail handlers who are moved out of their bid areas and moved to other operations, hit the correct operation number when moving so the Union can track said move. While we continue to track this across all three(3) tours it is essential that mail handlers hit moves when reassigned to other areas and other jobs. Specifically, mail handlers who are detailed to a higher level position should hit a move to the correct operation number along with signing a 1723 which is the form that authorizes higher level pay.

I would like to thank those of you who participated in the "Town hall meeting" last Friday and I hope each and every one of you has a great holiday.

Happy Holidays,

Joseph Zelenenki
Phila. NDC Branch President