



Union Recognition



For those of you who have been paying attention, you know the assault on Mail Handlers, on all Postal employees for that matter, never takes a break. As those tasked with preserving the more than two-hundred year institution that is the United States Postal Service continue to degrade and destabilize the movement of the mail and therefore our very livelihoods, the attack persists at every level of the organization from the PMG all the way down to your garden variety 204b supervisor. So how do we push back against this onslaught? How do we push back against this management disrespect for those who actually move the Nation's mail? I believe it begins with recognition of the Union. Not only the employer's recognition of the Union, but this push back begins with each and every mail handler's recognition of this Union. It begins with belonging to something bigger than the sum of all its parts. It begins with believing that unified and unionized working people within the United States Postal Service stand for something greater and that we can, together and unified, make a difference.

Recognizing the Union and our collective authority within your installation is a pretty good place to start. Our National Agreement, negotiated over decades by the best and the brightest of the Postal Labor movement, provides each of us the unfettered right to challenge the actions of the all too often misguided within management. Article 15, entitled *Grievance-Arbitration Procedure*, provides

A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages,

hours, and conditions of employment. A grievance shall include, but is not limited to, the complaint of an employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this Agreement or any local Memorandum of Understanding not in conflict with this Agreement.

“A dispute, difference, disagreement, or complaint between the parties related to wages, hours, and conditions of employment.” The most effective method to preserve your rights under the Contract is to assert your rights under that Contract. Any complaint that you may have as defined above should result in your request to see a shop steward. **THIS IS HOW WE BEGIN TO PUSH BACK.** This is how YOU recognize the Union in the workplace, which is where it all begins. Through decades of hard work by dedicated unionists, our National Agreement contains more than two hundred pages of rights negotiated for your benefit. In addition to the explicit rights contained within the National Agreement, literally hundreds of additional handbooks and manuals provide added conditions of employment.

Recognize your Union and pushback on the management indiscretions that occur just about every day on your tour or in your facility by demanding representation. Engage your certified and trained representatives as we PUSH BACK together against those who would treat us without the dignity and respect we have earned.

In Solidarity,
John Gibson

National Day of Action

Representatives from three of the four Postal Unions including Mail Handlers, the AP-WU and the NALC along with our Brothers from the Laborers' International Union, gathered in Center City Philadelphia as well as Bellmawr, NJ, and Moosic, PA to demonstrate and inform the mailing public of the drastic and unnecessary cuts to Postal service standards. We thank all those who attended and encourage all Postal employees to contact their congressional representatives and demand that they stop management from destroying Our Service. Call your House representative and Senators at 1 877 662 2889 and tell them to support the moratorium on closings and consolidations and end the madness of degrading service standards.



NO DUES INCREASE for Local 308

In accordance with the terms of the Constitution of the National Postal Mail Handlers Union
“Each time that Mail Handlers receive a general negotiated or arbitrated wage increase, the dues for each Local's regular members shall be increased by one dollar (\$1.00) per pay period, of which amount twenty cents (\$.20) shall be deducted by the National Office as increased per capita tax.”

For the second year in a row in a letter to National Secretary-Treasurer Mark Gardner, Local 308 requested that the scheduled \$1.00 increase in membership dues be waived and that request was approved. As you know this Local is committed to returning our dues structure to that of similar sized locals, which is only possible due to our strict fiscal oversight without any sacrifice in our ability to represent our Members.

They Walk Among Us!



In this calendar year alone career Mail Handlers at the top step have enjoyed more than \$2,100 in contractual increases. In an economy where the income for most working Americans is stagnant at best and actually shrinking in many instances, there are still those among us who do not see the value in belonging to this Union. It is incomprehensible to most of us that with the job security and wage gains we have negotiated through COLLECTIVE BARGAINING, there are still those who are not willing to fight to keep what we have earned. There are those among us who are not willing to pay their fair share of the cost of maintaining the wages, securities, and work rules that benefit and protect all mail handlers. They walk among us Brothers and Sisters and I urge you to encourage the misguided to JOIN THE UNION, JOIN THE FIGHT
In Solidarity,
John Gibson

*NPMHU, Local 308
President's Report
Oct-Nov, 2014*