



Peak Season Prep



As we approach the peak mailing season and operations management reaches even greater than normal levels of mania and frenzied behavior, violations of your contractual rights will undoubtedly increase. Let's be clear here, even on the very best of days most in operations management have very little or no regard for the contractual rights we have earned over decades of struggle and negotiation. However, during the holiday mailing season abiding by the contract, in management's view, is just a suggestion.

This unfortunate reality makes it a good time to warn against the inevitable mis-application of the contract under Article 8, Hours of Work. For example, while in the month of December Article 8.5, Overtime Assignments, loosens overtime protections for those full-time regular mail handlers not on the overtime desired list (ODL).

Article 8.5 C (Page 18)

When during the quarter the need for overtime arises, full-time regular employees with the necessary skills having listed their names will be selected in order of their seniority on a rotating basis... Full-time regular employees on the "Overtime Desired" list may be required to work up to twelve (12) hours in a day. In addition, at the discretion of the Employer, "Overtime Desired" list employees may volunteer to work beyond twelve (12) hours in a day."

For those on the ODL who wish to work beyond 12 hours in a service day, the "discretion" of the employer is limited and employees cannot be denied more than 12 hours if they otherwise would be in the rotation and available for the overtime. For example, an employee who is called in four hours prior to the start of their tour and is then in the rotation for after the tour overtime and wishes to work those hours beyond 12, they must be scheduled. It is the employee's choice to work more than 12 hours. This right is based on two Step Four binding agreements at the National level.

Article 8.5 D (Page 18)

If the voluntary "Overtime Desired" list does not

provide sufficient available and qualified people, the Employer shall assign other employees to the extent needed. When assigning such employees, the Employer shall first utilize qualified and available full-time employees, in order of seniority, who have volunteered to work the required overtime after their scheduled tour for that day only or who have volunteered to work their non-scheduled day(s).

Article 8.5 D (Page 19)

If additional employees are still needed after application of the above, the Employer shall assign other employees as needed. To the extent practicable, an effort will be made to schedule available (on duty at the time that the selection of employees for overtime is made) and qualified Mail Handler Assistants and/or part-time flexible employees for such overtime work prior to requiring full-time employees not on the "Overtime Desired" list or "Full-Time Volunteer" lists to work such overtime. If qualified full-time regular employees not on the "Overtime Desired" list or either of the volunteer lists are required to work overtime, it shall be on a rotating basis with the first opportunity assigned to the junior employee.

Article 8.5 F (Page 19)

Excluding December, only in an emergency situation will a full-time regular employee not on the "Overtime Desired" list be required to work over ten (10) hours in a day or over six (6) days in a week.

Like any other violation of your bargained rights, if you suspect that management has done something in violation of the agreement, first thing is you are probably right, and should speak with your Union representative right away. As always if you have any questions about this or any other Union related matter please do not hesitate to reach out to your local Union rep or this office directly.

In Solidarity,
- John Gibson

Local Council Meets

The Local Union Council recently convened over two days in October to discuss major policy issues and debate changes to the Local 308 by-laws. In addition, on day two an Article 12 seminar was conducted by President Gibson in anticipation of potential management changes to mail processing operations in the near and long term. Minutes from this meeting will soon be posted on the Local's website @npmhu308.org.



L to R: Eugene Jones Branch President, Matt Matteis Executive Board, Shelby Root Branch President, Bob Glycener Branch President, Chris Lee Vice President, Joe Zelenenki Branch President-Recording Secretary, Mike Rembelinsky Treasurer, John Gibson President, Brian Carson Branch President (foreground) George Gohr Branch President-Executive Board, Sean Craig Branch President, Brian Clark Branch President-Executive Board, Barrie Bowens Branch President excused.

FEHB Open Season November 8 - December 13, 2021

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NPMHU, Local 308
President's Report
Oct-Nov 2021