



# FACING THE CHALLENGE



Local 308 has certainly had its fair share of challenges with consolidations and proposed consolidations affecting all three districts under its jurisdiction. While we have successfully found duty assignments for all impacted Southeastern mail handlers within the Philadelphia PDC, the Philadelphia NDC and our Wilmington Facility and even retreated a number of mail handlers back to the Southeastern plant, the transition for these impacted mail handlers is not easy. Similarly, our Brothers and Sisters impacted within the Williamsport and Reading facilities have also been challenged with relocation by the Postal Service's national initiative to decimate the service we provide to the nation. It is difficult for us to see these closings and consolidations any other way. As we have reported, we continue to pursue the return of mail handlers to both the Reading and Williamsport plants as we are still convinced that mail handler work exists in those facilities and should be performed by mail handlers and not by members of other bargaining units or management. Unfortunately, there is no quick fix to this violation and we certainly recognize the ongoing frustration to those members and their families who are impacted everyday as many commute great distances to get to work. To be clear, management is not in agreement with the obvious and there is no magic wand to set them straight, only the tough slog of the grievance procedure.

While we fight these battles more loom on the horizon. These ill-advised consolidations continue as we face the scheduled reduction in mail processing operations and complement in both Lancaster and Scranton early in 2014. Although not officially notified, it appears as though the

impact to the Lancaster facility will be reduced as management adds an APBS operation along with other ancillary mail handler duties. As soon as the specifics of any movement of operations and/or personnel are provided we will pass them along. In addition, we will obviously report any changes to the proposed impact or schedule for both the Lancaster and Scranton facilities. As a reminder to all mail handlers, impacted or not, please do not hesitate to direct any questions you may have regarding these or any other Union related matters to your elected or appointed officers.

Many former Philadelphia L & DC (Swedesboro) mail handlers have inquired as to the status of an outstanding jurisdictional dispute this Union had with the APWU regarding the destinating machine. This grievance has not yet been resolved and is still outstanding. Since it involves a jurisdictional dispute under the procedures of Regional Instruction 399 it must first be decided by a jurisdictional arbitrator whether the work should have been assigned to mail handlers. Once that decision is rendered, assuming the arbitrator agrees with us, it would then be scheduled before an Article 15 arbitrator for remedy.

For our MHA Brothers and Sisters, the Postal Service, in response to the re-

quirements of the Patient Protection and Affordable Care Act and as set forth in the Fishgold interest arbitration decision, all Mail Handler Assistants, effective January 2014, are eligible for health insurance coverage provided by the USPS. As indicated by a recent memo from our National Office "Coverage is subsidized by the Postal Service through an employer contribution of \$125 per pay period. Thus for the 2014 Plan Year, self only coverage for an MHA will require an employee contribution of \$50 per pay period. The additional costs for family coverage are charged to the MHA, and thus the subsidized rate for family coverage will be \$260 per pay period." Be advised that enrollment should occur during open season which runs from November 11, 2013 through December 10, 2013.

By now most members have received their copy of the 2011-2016 National Agreement between the USPS and the NPMHU which was mailed directly to your address of record. For those of you, who have not yet received your copy of the National Agreement, please contact Local Union Headquarters at 215 537 8220 to update your mailing address and receive your copy.

As always, do not hesitate to contact your local representatives or this office with any questions or concerns.

In Solidarity,  
John Gibson

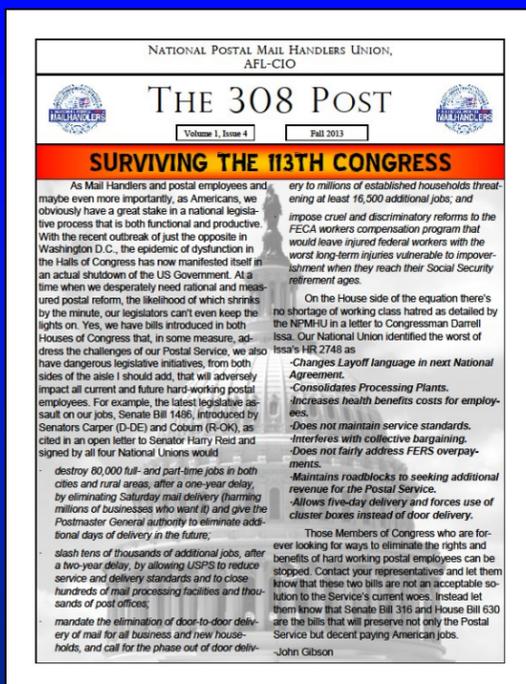


## Upcoming Branch Meetings

LEHIGH VALLEY	Nov 20th, 2013
PHILADELPHIA P&DC	Nov 26th, 2013
SOUTH JERSEY P&DC	Dec 2nd, 2013
PHILADELPHIA NDC	Dec 4th, 2013
TRENTON P&DC	Dec 7th, 2013
SCRANTON P&DC	Dec 14th, 2013

## THE 308 POST Is On It's Way!

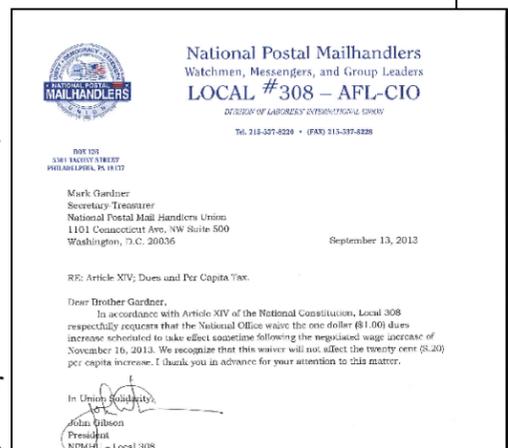
The 2013 Fall edition of the Local's newsletter, *The 308 Post*, is on its way. All members of Local 308 will receive this issue which covers a variety of topics including a review of the major activities from *Around the Local*, as well as important legislative information. Also included are contributions from your representatives and a financial overview and Second Quarter statement from Local Treasurer Mike Mohan. The *Post* also contains photo essays covering both the 2013 Bowling Night and our Summer Family Picnic sponsored by your Local and a 2014 leave usage and work hour chart. If you don't receive your copy by Thanksgiving please contact Union Headquarters at 215 537 8220 to verify or update your mailing address.



## NO INCREASE IN DUES FOR LOCAL 308

As you know, and as posted on our National's web site at [www.npmhu.org](http://www.npmhu.org), we are scheduled to receive the first of three guaranteed contractual raises under the new contract effective November 16<sup>th</sup>, 2013. Normally, in accordance with the terms of the Constitution of the National Postal Mail Handlers Union this increase would trigger an increase in membership dues in the amount of \$1.00. Article XIV, Section 3 of the 2012 National Constitution reads **"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."**

In a letter dated September 13, 2013 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 meet our representational responsibilities.



**NPMHU, Local 308**  
**President's Report**  
**October-November 2013**