



# WHAT LIES AHEAD



We have all probably heard the phrase “elections have consequences” at one point or another in our lives. There can be very little doubt that the 2016 Presidential Election, no matter what side of the political spectrum you may reside, will also result in “consequences” of one sort or another. It is without question that a seismic shift has occurred in the politics of the nation, and where that leads us, at this point, is anyone’s guess. What we do know is that our day to day struggles with the wayward and wicked in management will continue. And with that our right to stand up and challenge those transgressors shall not waiver. We also know that this Union, at both the Local and National levels, will continue to fight for improvements in the wages, benefits, and working conditions for all Mail Handlers. That this Union will continue the important work of securing comprehensive Postal legislation that protects the cornerstone of democracy that is the United States Postal Service. The work that you do is critically important to the Nation and we can never lose sight of that fact and more to the point, we can never let those in office lose sight

of that fact. As stated by National President Hogrogian in his response to the results of the 2016 election

“The election’s results are not without consequence, but it is important to remember that we have friends on both sides of the aisle. A strong and vibrant Postal Service should be a non-partisan issue, in the interest of all Americans – Democrats, Republicans, and Independents alike. Our bipartisan bill should inspire confidence that our Union and our Postal Service will prevail.” - NPMHU President Paul Hogrogian

“...the fight for postal reform and the need to protect our legislated benefits are far from over. We congratulate President-elect Donald Trump on his hard earned victory, and plan to work with his administration and the newly elected Congress on these issues. The election’s results are not without consequence, but it is important to remember that we have

friends on both sides of the aisle. A strong and vibrant Postal Service should be a nonpartisan issue, in the interest of all Americans – Democrats, Republicans, and Independents alike. Our bipartisan bill should in-

spire confidence that our Union and our Postal Service will prevail.”

There is a fight ahead Brothers and Sisters, there is no mistaking that, but when we stand together we are more than up to the challenge.

In Union Solidarity,  
John Gibson

## OWCP Training

Union representatives from across the Local gathered in Local Union Headquarters for an important seminar regarding the Federal Employees Compensation Act or more commonly referred to as OWCP. Unfortunately, many of our Brothers and Sisters are victimized by those in management who enjoy nothing more than denying injured mail handlers their rights under the law and contract, including continuation of their regular pay. In an effort to provide representatives with the tools to assist those in need when they are the most vulnerable, the Local scheduled a full day of training with National Shop Steward Trainer Tim Dwyer. Brother Dwyer led the discussion providing an overview of our rights under FECA and the National Agreement. Along with other training initiatives, it is the intention of Local 308 to expand this specific training to include additional representatives from facilities around the Local



DeAngelo Berkley, Chris Lee, Brian Carson, John Gibson, Tim Dwyer, Ottina Fallz, Sean Craig, Ami Klugh, Bob Nuss, James McAllister.

## Union Actions

### CONTRACT

As we await the new contract, which is expected to be finalized any day now, please be advised that all members will have an opportunity to ratify this agreement through secret ballot. Your Local and National offices will keep you posted and as soon as the details are settled the balloting process will begin.

### WOUNDED WARRIOR LEAVE

The Wounded Warrior Leave Act of 2015, which became effective November of 2016 has now been expanded to cover all current employees who meet the law’s eligibility criteria. Eligibility requirements include any career or non-career employee who has a single or combined service connected disability rating of 30% or greater. The Act provides eligible employees with 104 hours of sick leave to use within a 12 month period beginning November 5, 2016. This leave is in addition to sick leave an employee would otherwise accrue and falls into the “use or lose” category for leave. For more information regarding Wounded Warrior Leave go to [npmhu308.org](http://npmhu308.org).

### READING REVIEW

During the week of November 14th, Local 308 sent a team of Union representatives to observe the Reading operation. Members of the Local Union Council worked in shifts Monday through Friday covering about 16-17 hours of operation each day. The Union is now compiling that information and has requested additional data from the USPS in order to determine whether to challenge the craft assignments within the facility.

**FEHB Open Season**  
November 14th—December 12th, 2016



*NPMHU, Local 308  
President's Report  
October-November 2016*