



PARTICIPATION IS POWER



Brothers and Sisters,

First and foremost I thank those members who took the time to vote during the most recent elections for national office. Turnout, unfortunately, was low to be sure as there were more than 34,000 ballots mailed to eligible voters across four regions, but only 3,700 returns. This is just under an 11% participation rate. Again, for those who did vote, thank you. Believe me when I say, that I understand we have quite a long list of concerns in our lives that are well ahead of any Union election cycle, whether it be a National or Local Union elections. I know this, but I also know that what happens to mail handlers in the workplace is directly related to how our Union representatives perform their core functions of enhancing and protecting the rights of those they represent.

We are a democratic organization Sisters and Brothers and selecting those who will lead is an important form of engagement and fully worth the time it takes to fill out a ballot and drop it into the mail box you pass just about every day. PARTICIPATION IS POWER.

Another relatively easy way to engage and empower, is staying connected to your Union representatives on the workroom floor. Talk to them, ask questions about the contract, hell ask them for a copy of the contract. Tell them about any misconduct of management in the workplace. Let them know when others perform mail handler duties. Always remember, you have the right to request to see a

Union steward and speak with that representative privately. Take advantage of this and know this right to consult with the Union cannot be unreasonably delayed no matter how hard-headed management might be. Recognize and embrace the authority you enjoy through your Union. PARTICIPATION IS POWER.

You also have the right to Union representation if and when management wishes to interview you and discipline may occur as a result of that interview. These are your Weingarten rights. Be aware that they must only provide you with this representation if you ask for it. So, before they ask you their first question, request a steward and don't answer any questions until a representative arrives.

Finally, for those who wish they could have something to say about what we ask for in the next round of national negotiations. Well wish no more. If you are a member of this Union you can submit your suggestions to the National office as described below. Every member-submitted suggestion will be reviewed by the Field Negotiating Team as they meet for a full week early next year. Sisters and Brothers, PARTICIPATION IS POWER.

As always, if you have any questions or concerns about this or any other Union related matter please do not hesitate to reach out to me.

In Union Solidarity,
John Gibson

Submit Your Contract Suggestions

As stated above, this Union will once again engage with Postal management next year to negotiate the terms of our next contract. National President Hogrogian has made "the call" to all members to submit their suggestions to improve the terms of our National Agreement by no later than January 31st, 2025. As explained by the National Union, **"To be fully considered prior to the onset of negotiations, proposals must be submitted by January 31, 2025. Although formal bargaining is not scheduled to begin until June, the Union's Field Negotiating Committee will be meeting for a full week in February 2025 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU."**

Be a part of the process and submit your proposals to the National office by January 31st, 2025. Suggestion forms are available at npmhu308.org or simply request a form from your Local union representative. When you have completed the suggestion form it can be mailed or faxed to National Headquarters. You can do this on your own or request that your local Union rep do it for you.

National Postal Mail Handlers Union
2025 National Negotiations

Proposed change to the 2022 National Agreement
Local Union:

Article: Section: Paragraph: Page #:

Proposed change or addition to language
Change to read as follows:

Reason for change:

Name: Local: Signature: Date:

Please supply documentation (if available, which supports the need for the proposed change (s) such as: grievances or arbitration decisions or other supporting documentation.)

Deadline for Submission is January 31, 2025

Upcoming Branch Meetings

Scranton-Wilkes Barre, November 9, 2024 @ 2:00 pm
Lancaster, November 14, 2024 @ 4:00 pm
Trenton, November 19, 2024 @ 1:00 pm
Wilmington, December 2, 2024 @ 1:00 pm
Lehigh Valley, December 3, 2024 @ 10:30 am

Go to npmhu308.org for more details

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tel. 215 788 5308, fax 215 788 5323 or Visit us @ www.npmhu308.org

*NPMHU, Local 308
President's Report
October 2024*