



## **IMPACT UPDATE Regional Meeting December 14, 2017**

Representatives of Local 308 and its Regional Director, Brother Eugene Horton met telephonically with District and Area representatives of the Postal Service yesterday morning to discuss the proposed impact to the Philadelphia P&DC. Present for the Union were Branch President Michael Rembelinsky and the undersigned. As you know, the employer has proposed to impact the craft by separating all Mail Handler Assistants and involuntarily reassigning 51 career Mail Handlers outside of the installation. Let me begin by making it perfectly clear that anyone with any sense knows that this reduction in employees is utter madness. We can barely get the work done now with current staffing levels. To propose these cuts can only result in extraordinary increases in overtime along with a fatal decline in service.

During our regional meeting, the parties jointly reviewed a series of mitigating factors that should reduce impact to the bargaining unit. For example, as is the case for any large facility, there are a number of employees with zero work hours or assigned to a light or limited duty position. This must be accounted for, and thus far management has agreed. The exact number that fall into either one of these categories is currently a point of continuing discussion and may be as many as 30. In addition, according to the Service's impact statement, it is their plan to work approximately 3,000 hours of overtime per week post impact, or about a rate of 17%. The Union pointed out that the employer is required by contract to "minimize dislocation and inconvenience" to the regular workforce and retaining this level of overtime violates this provision. The managers on the call did not disagree and we are hopeful that this will also reduce impact as well. Overall it must be said that the meeting was productive and the employer receptive to the Union's objections. However, this is by no means a done deal and we will continue to press management to withdraw the impact.

Obviously, this proposed impact is of the highest priority and we will keep you abreast of any developments. If you have any questions or concerns about this or any other Union related matter, please do not hesitate to reach out to Branch President Rembelinsky or this office directly.

In Union Solidarity,  
John Gibson