



# DEFENDING THE CRAFT



As I have traveled the Local in recent weeks and meet face to face with our Brothers & Sisters, there seems to be a common theme described to me by the members I speak with. It is staffing, or more precisely the lack thereof. From Wilmington to Lehigh Valley, from Trenton to Lancaster, members describe, with very little deviation, the increasing pressures placed on them as management pushes more and more the default philosophy of “doing more with less”. To a large degree this policy has been driven by Headquarters management in Washington DC and trickled down through the Eastern Area, the three Districts within this Local’s jurisdiction, and then into the plants and tours. By now you’ve all heard of their Function 1 Scheduler, which proposes to “right-size” the workforce in mail processing facilities. We’ve spoken about this folly in the past so I won’t spend too much time on it here. In a nutshell, this “tool” is designed by a bunch of bean counters sitting in a windowless office somewhere in the basement of L’Enfant Plaza. Their fantastic goal is to staff each and every operation with the “optimum number of employees for maximum efficiency”. These bean counters, for the most part have never managed real mail processing and have no real concept of how the mail is actually moved. Slowly but surely this matter of staffing is being addressed in a few pockets of the local where overtime is mandated, clerks and supervisors are doing our work, and local management actually recognizes the problem. The big hurdle is obviously the last; management recognition. The question you are probably asking right about now is; “OK Gibson, what can we do about it?” Of the top, if you witness anyone other than a mail handler doing mail handler work as defined by your facility inventory, contact a Union representative by request through your supervisor. Provide a written statement identifying the offending employee, what work they were performing, and for

how long. Not only should there be an immediate remedy for this violation, it is also evidence of a staffing deficiency. Sustained overtime, particularly if it is worked by non-overtime desired list employees is also evidence of inadequate staffing. This is something each Branch President will be tracking in our related efforts to challenge the reversion of career duty assignments in order to convert our MHAs and increase mail handler staffing. Finally, when management attempts to “do more with less” on your back, remember you can only perform one task at a time and we must perform those tasks in a safe manner. Pulling three ermc’s or apc’s or pulling two or more over the roads is a sure way to get hurt and it is that very same manager who will take you in the office and write you up for committing an unsafe act. Work safe and if you are instructed to perform an unsafe act request a Union representative right away.

## Around the Local

We have received recent inquiries regarding our Williamsport and Reading facilities and the status of our efforts to return mail handlers to those plants. Grievances addressing the improper reassignment of mail handlers to Lehigh Valley and Harrisburg are still pending and rumors that they have been settled or that they have withdrawn are untrue. In addition, in recent months we have re-visited the Williamsport facility and intend to get back into Reading as soon as practicable to once again review the operations. As always, I encourage any member with questions regarding these or any other Union related matter to contact Local Union Headquarters and speak with me directly.

In Solidarity,  
John Gibson

## Celebrating the Labor Movement

In a strong showing of Solidarity Local 308 along with Local 157 of the NALC, Local 7048 & the Philadelphia Area Local of the APWU stood shoulder to shoulder as we marched with dozens of other Labor Unions down Columbus Blvd. (Below and Right) The event concluded with a free family picnic and live entertainment on the waterfront. Lancaster Branch President Shelby Root represented Local 308 in a Labor Day Event at Clipper Magazine Stadium home of the Lancaster Barnstormers. (Below Right)



*NPMHU, Local 308  
President's Report  
Sept-Oct 2015*