



In The Trenches



The work of this Union, Sisters and Brothers, is never done. And you know all too well that those tasked with “managing” the mail processing operation are almost obligated to violate the contract and your rights on a daily, if not hourly basis. This is our reality. Within the jurisdiction of this Local we have dozens of dedicated representatives that are fully ready, willing, and damn able to go to bat for mail handlers at a moment’s notice when the employer steps across that contractual line. For those who are not familiar with the manner in which we challenge the regular and recurring misdeeds of those in management, it is through the filing of grievances in accordance with Article 15 of our National Agreement. This Agreement is between the USPS and the NPMHU and is binding on both parties. The grievance process involves an oral meeting at Step 1 between the harmed employee, or grievant, or a Union representative and a representative of the employer. If this meeting does not result in a resolution between the parties, the grievance is then appealed to Step 2 of the process and a generally more experienced management representative meets and discusses the matter with the Union’s Step 2 Designee. For far too long, the fine work of those dozens of Union representatives challenging management at Step 1 and Step 2 has gone unrecognized. Here’s a breakdown of the good work of those tireless labor warriors at the Step 1 and Step 2 levels of the grievance process. During the months of August and September Local 308 Union representatives resolved over 300 grievances, coincidentally 155 contractual matters and 155 disciplinary actions ranging from Letters of Warning all the way up to Notices of Removal. Contractual violations like cross craft violations where the employer assigns members of the clerk craft to perform our work, or in situations where managers perform mail handler work themselves, or senior mail handlers are denied higher level detail opportunities are just a few examples. As you might imagine these issues, both contractual and disciplinary, can be quite complex as we attempt to educate the employer on the requirements of the contract. Let that job sink in for a moment and consider the obstacles Union representatives face when attempting to “educate” those in management. In any event, considering that the complexities of grievance filing alone can be daunting, imagine the challenges of settling those matters and getting the justice we deserve at the Step 1 or Step 2 level. This work by your representatives, those neck-deep in the trenches, is obviously immensely important and we take the time right here to thank those just getting the job done. During those two months alone your Union has resolved contractual grievances at Step 1 and Step 2 that have put more than \$33,000 back in the pockets of mail handlers whose rights have been violated. We urge each and every mail handler to let your Union representative know when you believe your contractual rights have been violated and do not hesitate to reach out to me with any questions or concerns

In Solidarity - *John Gibson*

DeJoy's Plan and The Public Meeting

As many of you already know, elements of the PMG’s network realignment plan are starting to roll out in Local 308. The Trenton P&DC, the Delaware P&DC, as well as the Lehigh Valley P&DC have all undergone a Mail Processing Facility Review (MPFR) with the goal to take current mail out of the three P&DC’s and convert those facilities into Local Processing Centers (LPCs). Mail will be sent to either the Philadelphia P&DC or the Harrisburg P&DC. You may recall that PMG DeJoy announced this plan just about six months ago in a one hour presentation at the 2023 Postal Forum which included a map of the “new and improved” network. The MPF Review is alleged to determine whether or not the transformation of the network and the subsequent move-

ment of some mail processing makes sense. Remember the chronology for a moment, six months ago the PMG stated that there *WILL* be “dramatic change”, he didn’t say we’ll see how the MPF reviews go and then make the decision. This is a done deal. And now because they have a contractual mandate to “pretend” to do an honest review they’re looking for public feedback “before” the final decision. There will be a public meeting for each facility but it amounts to nothing more than a dog and pony show, because that goose is already cooked. Yes this will be a charade and the employer will pretend that what stakeholders have to say will actually matter, but please.

REMEMBER TO CHECK npmhu308.org FOR UPDATES

Defending Against Discipline

Union Stewards from each of the three districts under the jurisdiction of Local 308 attending a Defending Against Discipline workshop recently held in Local Union Headquarters. We thank those who attended and recognize their dedication and commitment to protecting the rights of mail handlers.



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President's Report
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