



CENTRAL PA CONSOLIDATION UPDATE



Recently, the Union was provided Regional notification regarding the proposed consolidations within the Central PA District. As we have reported, the Service's misguided efforts to "rationalize" the mail processing network within Central PA have failed miserably in the past as evidenced by the mistake in both the Reading and Williamsport consolidations. The Service is not dismayed however and intends to go through with further consolidation. As you know, the consolidation of Lancaster into our Harrisburg facility and Scranton into our Lehigh Valley facility has been on the table since the results of the AMP studies were issued in 2011. During the meeting which was attended by NPMHU Regional Director, Eileen Mills and the undersigned along with managers from both the Central PA District as well as the Eastern Area Office, initial discussions were held regarding the impact and logistics of the consolidation.

As far as the Lancaster consolidation is concerned we were informed that the proposed action has been canceled, however we were also informed that a reduction in non-career complement will occur. This will obviously affect our Mail Handler Assistants, but the extent of that impact is not yet known. For those full-time and part-time regular mail handlers the staffing levels will continue as they are now. No details were provided on the length or permanency of the cancelation.

Information provided regarding the Scranton consolidation into the Lehigh Valley facility, on the other hand, did not provide the same good news. The Service identified the breakdown in two segments; the first involving the impact as it was described in the original study which was to leave a total of 17 career mail handlers out of the current 49 that are assigned to the facility. Local 308 raised the issue of those mail handlers currently bid to the Carrier section, which is generally regarded as Function 4 work. The Service maintained that there are no Function 4 mail handlers in the Scranton facility. Local 308 identified the specific duty assignments and management stated they would investigate

these "Function 4" jobs. The Postal Service then followed with the results of a Function 4 work hour study which they claim will leave six part-time regular mail handlers in the Scranton plant and not the 17 proposed by the original study. At this point the Union posed multiple objections to this development. Remember, management opened by claiming that there were no Function 4 mail handlers in the Scranton facility but somehow conducted a Function 4 study on mail handlers in the Scranton facility. As you might imagine there was a lengthy exchange on this point. The Union is now in receipt of this Function 4 study and is reviewing the Postal magic it contains. In terms of assigning only PTRs, it is the opinion of the Union that the proposed staffing of six PTRs violates the National Agreement in that the maximum number of PTRs that can be employed in any facility cannot exceed 6% of the total number of career employees (Article 7.3). It is not possible under the Contract to staff an entire facility with PTRs. Following a brief caucus on this point the Service agreed to re-examine this aspect of the proposal. It is obvious, and something we have reported from the very beginning, that there will be some impact to the Scranton facility barring any twelfth hour legislative intervention. However, it is our intention to challenge the Postal to the fullest extent provided by the contract. It should also be noted that the employer did state that all impacted mail handlers will be assigned to the Lehigh Valley facility, however we intend to make every effort to minimize the final impact. There are still many question that remain unanswered and we are scheduled to meet with the Postal Service on October 23 in Harrisburg. As soon as additional details or developments occur we will report them to you. In the Interim if you have any questions or concerns please do not hesitate to contact Scranton Branch President Bob Glycenfer or this office directly.

In Solidarity,
John Gibson

LOCAL COUNCIL MEETS

In accordance with Article IV of the Uniform Local Union Constitution members of the Local Union Council met early in September to discuss and vote upon major policy issues affecting Local 308. The Local Union Council is made up of the seven members of the Executive Board and our nine Branch Presidents and meets annually.

During this year's meeting the Council discussed a variety of topics including proposals to modify the Union's By-Laws. Once National President Hegarty approves the changes, the modified By-Laws will be posted on the web at www.npmhu308.org. Minutes from this meeting will also soon be available on the web site.



Steve Bahrle, Joe Stancell, Shelby Root, Sean Craig, Mike Rembelinsky, Nick Campellone, John Gibson, Bob Glycenfer, Brian Carson, Mike Mohan, Joe Zelenenki

POLITICAL ACTION

As closings and consolidations of mail processing facilities continue and the threat of further staffing cuts plague the employees of the Postal Service, our efforts in the legislative arena have never been more important. The ongoing destruction of our mail processing network as an alleged cost saving measure at a time when revenue exceeds expense, exposes, in our opinion, something a lot more sinister. Shrinking the network when our share of the package market increases makes little sense, yet this is the plan of the PMG. This is not the model of a growing business, but a blueprint for disaster and the end of the United States Postal Service as we know it. At stake is the job you now enjoy with all of the wages and benefits we have successfully negotiated over years of collective bargaining. Participation in the legislative process through the Mail Handlers PAC is a vital component to our very survival. This is not simply alarmist rhetoric, but the cold hard truth of the consequence of elections. Standing on the sideline while those elected to Congress devise scheme after scheme that will erode your standard of living is not an acceptable strategy. This year alone our salaries will increase by 1.5% in contractual raises and another \$1,227.00 in a Cost of Living Adjustment. With Congress the way it is now it is not hard to imagine an end to our COLAs. A contribution to the Mail Handlers Political Action Committee of as little as \$1.00 per pay could make a difference. We are talking \$26.00 over the course of a year. Contributing \$1.00 per pay to the PAC to protect an increase of more than \$1,700.00 per year is a small price to pay and a sound investment in your livelihood. Instructions @ www.npmhu308.org.

LABOR DAY 2014



*NPMHU, Local 308
President's Report
September-October*