

# NPMHU NEWS & UPDATES

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September 2021

Philly P & DC Local 308

#5

## Article 15- Grievance Arbitration Procedures

Source: Step 4 Grievance H4N-5E-C 36561, dated February 26, 1988 A newly-hired career employee may file a grievance during his/her probationary period, unless the issue relates to an evaluation of work performance given to the employee during the probationary period or to the separation of the employee during the probationary period. See a further discussion of this subject under Article 12 (Section 12.1A).  
(source: CIM Version 5 – June 2021 Article 15 – Page 3 )

MHAs have access to the grievance procedure for those provisions of the National Agreement that apply to MHAs.

**Don't let management divide through rumor, conjecture and retaliation. Request your steward and get your answers TODAY!**



A **thrift savings plan (TSP)** is a type of retirement investment program open to federal employees. It closely resembles a 401 (k) plan.

Go to <http://www.tsp.gov/tsp-basics> for helpful information and click on the "online learning" tab for access to webinars.

## What Difference Does A Union Make?

### Union

1. Wages, benefits and working conditions are protected by a legal contract.
2. A contract spells out how much each worker earns.
3. Unions negotiate raises for every one. Members vote on it, and if they feel it's an unfair, they can vote it down.
4. If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.
5. If you don't like something at work you can work together with your union to change it.

### Non-Union

1. Management can change wages, benefits and working conditions unilaterally.
2. No one knows how much anyone else earns. Disparate treatment/favoritism exists.
3. If you want a raise you must plead your case to a supervisor or manager.
4. If you are unfairly disciplined, you are on your own (at-will employee). You're subject solely to policy.
5. If you don't like something at work, you are at the mercy of management.

**SPOTLIGHT ON..... Effective August 28, 2021 (PP19) all career Mail Handler craft employees received a cost-of-living adjustment per Article 9.3 of the National Agreement. A big thank you to our National Mail Handlers Union officials who work hard for us during contract negotiations. Scan QR code for more info.**

