



Challenging Authority



Brothers and Sisters,

As we enter what may very well be the final stages of negotiating a new collective bargaining agreement we should also recognize those rights we currently enjoy. Perhaps the most important of those rights is the right to speak up and to speak out when the employer violates the contract. All of the gains we have achieved are worthless without active, aggressive, and daily enforcement. Recognizing the value of the power we possess as a bargaining unit and to ferociously exercise the right to challenge those wrongs that are occurring regularly in the workplace, is our collective responsibility. The daily skirmishes we face with those managers, and there are plenty, who are not aware of our contractual entitlements, or worse, don't care, must be punished with an immediate and resounding "hell no!". Those rights we have earned and fully deserve will not defend themselves and are obviously not self-evident to many in management. It is our duty to educate and to enforce, over and over again if necessary, the provisions and principles we have earned and fully deserve. We take this opportunity to thank all of those Union representatives that take on the task day in and day out defending

against every instance of management malfeasance. These dedicated representatives cannot do it alone and without the participation and support of the members, repelling these management offensives gets even harder. **Ask to consult with a Union rep.** Access to Union representation is a contractual and legal right to all Mail Handlers. Should you have a concern regarding wages, benefits, or working conditions simply request to see a steward. Management **IS REQUIRED** to provide you with a Union representative as soon as practicable but in no event should it exceed two hours. This does not mean they have two hours to provide a steward. If management fails or refuses to provide you with representation, at your very first opportunity notify any steward so that we can address the violation. We have only 14 days to file a grievance once you are aware of the violation and if we miss this deadline we lose the right to challenge the employer's actions. If you have any questions please do not hesitate to contact your Union representative or this office directly.

In Solidarity- John Gibson



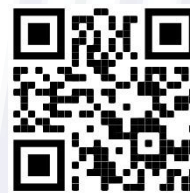
Your Union, Your Health Plan!



If you don't already have MHBP now is a perfect time to compare your current health plan with your Union's option.

Open season for switching to a better choice for you and your family begins Monday November 14th, 2022 and ends Monday December 12th, 2022. Visit Your Union plan @ MHBP.com for details.

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Local Union Council Meets

Members of you Local Union Council, which is comprised of the Local Executive Board and the Branch Presidents met over the two day period of October 13th and 14th, to discuss important matters facing the members of Local 308. Issues discussed included the effects of the District restructuring which has created relative standing and seniority issues with our newly hired MHA's and their conversion to full-time career status. The Council also reviewed the relevant portions of Article 12 of the National Agreement which controls, among other things the handling of job abolishment, posting of bids, and job creation. Minutes of this meeting will be available shortly on the Union's web page.



Brian Carson, Bob Glycenfer, Joe Zelenenki, Gene Jones, Barrie Bowens, George Gohr, John Gibson, Chris Lee, Mike Rembelinsky, Sean Craig, Shelby Root, & Brian Clark

*NPMHU, Local 308
President's Report
Sept-Oct 2022*