



# The 308 Post

Summer 2019



THE NATIONAL POSTAL MAIL HANDLERS UNION, LOCAL 308

A DIVISION OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA AFL-CIO

Local 308  
Executive Board



*John Gibson*  
President



*Mike Mohan*  
Treasurer



*Chris Lee*  
Vice President



*Mike Rembelinsky*  
PA State  
Representative



*Nick Campellone*  
NJ State  
Representative



*Brian Clark*  
DE State  
Representative



*Joe Zelenenki*  
Recording  
Secretary

NPMHU - Local 308  
117 Neshaminy Rd.  
Croydon, PA 19021

tel. - 215 788 5308

fax - 215 788 5323

[www.npmhu308.org](http://www.npmhu308.org)

# The 308 Post

## Inside this Issue

To the Highest Bidder	3-4
They Don't Hear You	4
Delaware Update...wtF-1	5
Philly - South Jersey - Delaware Picnic	6
Bowling Night Pics	7
Surviving Management Together	8-9
Lehigh Valley Bowling Pics	9
Lehigh Valley - Scranton Picnic	10
Arbitration Summary	11
National Visit	11
Adding Insult to Injury	12
Harrisburg - Lancaster Bowling Pics	13
Good News	14
Financial Statement	15

# To the Highest Bidder

For those paying attention at all to the de-  
volving financial standing of the United  
States Postal Service knows full well how  
this story will end without some dramatic  
legislative intervention. The Office of Man-  
agement & Budget run by the President's  
hatchet man, Mick Mulvaney, produced an  
insightful report last year that laid the  
framework for the end of the Postal Service  
as we now know it. The title of the Report  
"Delivering Government Solutions in the  
21st Century" could be bet-  
ter described as the *final*  
*solution* for the hard work-  
ing men and women of the  
United States Postal Ser-  
vice. Beginning on page 68  
of the report the OMB lay out their Postal  
Plan and write

**Summary of Proposal:** *This proposal would restructure the United States Postal System to return it to a sustainable business model or prepare it for future conversion from a Government agency into a privately-held corporation. Like many European nations, the United States could privatize its postal operator while maintaining strong regulatory oversight to ensure fair competition and reasonable prices for customers. The President's Task Force on the United States Postal System will make recommendations on reforms towards this goal in August 2018.*

**"Prepare it for future conversion from a Government agency into a privately held corporation."**

This is their plan and it is clear to me that the US Mail is in fact for sale. Sisters and Brothers this calamity can only be

prevented by forcing our elected repre-  
sentatives to get off their asses and help  
protect the hundreds of thousands of  
good paying jobs that exist within the  
United States Postal Service. For those of  
you who are not yet convinced that this  
would be a bad thing for the folks that ac-  
tually move the mail day in and day out,  
well you should take a gander at the  
President's Task Force Report on the  
Postal Service. Our National office de-

scribed the contents of  
the task force report and  
wrote, "**The Task Force's  
recommendations in-  
clude the following:**

**THE U.S. MAIL  
IS  
FOR SALE**

- **Redefining and reducing the Postal Service's Universal Service Obligation**
- **Reducing the number and density of Post Offices**
- **Reducing delivery frequencies**
- **Reducing door to door delivery**
- **Lowering Service Standards**
- **Raising rates for major e-commerce mailers**
- **Increasing subcontracting of mail processing operations**
- **Eliminating collective bargaining over the wages of postal employees**
- **Reducing the wages of postal employees**
- **Reducing pension or workers compensation benefits of postal employees."**

Each of these proposed actions are all de-  
signed to attract the highest bidder from  
the private sector. Eliminating our legal

right to collectively bargain would reduce every mail handler job to casual levels of benefits and compensation. Piece by piece the rights we have earned over decades of struggle would be dismantled, taken away, and without the right to collectively bargain, without a Union to negotiate, we would lose it all and have little to no chance in getting it back. Don't think that could happen, think again.

In a recent HuffPost article on the Postal Service written by **Arthur Delaney and Dave Jamieson**, they report "The U.S. Postal Service wants Congress to help it make significant cuts to employee benefits as part of a plan to bal-

**"The U.S. Postal Service wants Congress to help it make significant cuts to employee benefits as part of a plan to balance the agency's books, according to a draft business plan. The proposal would save an estimated \$18 billion on employee compensation over a decade by shaving paid leave, raising workers' share of pension contributions and shifting new employees into less secure 401(k)-style retirement plans."**

ance the agency's books, according to a draft business plan. The proposal would save an estimated \$18 billion on employee compensation over a decade by shaving paid leave,

raising workers' share of pension contributions, and shifting new employees into less secure 401(k)-style retirement plans." All this chatter curiously timed as we enter into a round of bargaining in Washington, D.C. Is this really just a bargaining tactic, or is the ultimate objective

to gut the wages and benefits critical to family supporting jobs and then sell to the highest bidder

- John Gibson

# They Don't Hear You

## Go To

**A single voice can easily get drowned out by all the other noise on Capitol Hill. You already know that there are plenty out there who would like nothing more than to see the USPS get privatized and turn all postal employees into the working poor while they scoop up all the profits. Here's the question;**

## WHAT CAN WE DO?

**The Answer:**

## SPEAK UP!

<https://www.house.gov/representatives/find-your-representative>

And just type in your zip code

For your Senators

[https://www.senate.gov/general/contact\\_information/senators\\_cfm.cfm](https://www.senate.gov/general/contact_information/senators_cfm.cfm)

**Tell them to support the employees of the Postal Service and House resolution 33, House resolution 60, Senate resolution 99, and the Fairness Act.**

# DELAWARE UPDATE...WTF-1



Brian Clark

Most of you have probably already heard about the infamous F-1 Scheduler. The F-1 Scheduler is an unscrupulous tool used by postal management to determine their idea of what the staffing model of each facility should look like. These staffing models are clearly generated by some cretinous suit in front of a computer screen that has no experience on the workroom floor and zero knowledge of actual operational needs. At the Delaware P&DC, the F-1 Scheduler determined that we were allocated 127 Full Time Regular (FTR) Mail Handler positions. This determination resulted in several job reversions (which the Union grieved) and put a stranglehold on the conversion of MHA's.

Recently, management came up with a new version of the F-1 Scheduler that they refer to as the F-1 Review. The results of the F-1 Review determined that the Delaware P&DC should be staffed with 142 FTR Mail Handler positions. The Union was informed that the Delaware P&DC was approved for 15 MHA conversions and 6 FTR transfers from eReassign for a total of 21 additional FTR's. Obviously, this was great news for Mail Handlers at the Delaware P&DC. The 15 MHA's that were due to be converted were ecstatic about becoming Full-Time career employees. They were scheduled to be converted on April 27, 2019. Then the Union was informed that the conversions and transfers were put on hold until further notice. Apparently the Postal Service wanted to "review" their own F-1 Review and they reduced our staffing number back down to 127. Needless to say, we were extremely disappointed with this result.

On April 25, 2019 the Union was informed that the MHA conversions were back on schedule. There was a mad dash to issue conversion letters and create schedules for 15 MHA's to begin their FTR positions two days later. Most of the MHA's were able to stay on their Tour of choice and half of them have already successfully bid on jobs. In July we welcomed in two new FTR Mail Handlers that transferred in via eReassign and we are awaiting 4 additional transfers. That is the good news.

The bad news is that the Postal Service still has the Delaware P&DC under the F-1 Scheduler staffing number of 127. Therefore, they are claiming we are overstaffed and they are now back to reverting jobs. This is typical Postal management logic. Tell us we are understaffed. Then tell us they want a do-over. Then tell us they were right the first time – we ARE understaffed. Then approve conversions and transfers to fix the understaffing. Now tell us we are overstaffed and we have to eliminate jobs. Yet, we are continuing to bring in more transfers via e-Reassign. Jobs are being reverted even though we have several Unassigned FTR's. The Union is now fighting to get these jobs back and ensure bid jobs for all of our Unassigned Regulars. As of this writing, the Union is awaiting written Step 2 Settlements awarding us back the first seven of these reverted positions. The other eight reversions are still waiting to be heard at Step 2.

In other Delaware news, the Union continues to fight for jobs at the Associate Offices and branches. In Newark, the Union won an Arbitration award last year which granted the conversion of a PTF to Full-Time Regular based on the aggregate work hours of the PTF's. The Union is sending a similar grievance out to Step 3 in an attempt to convert another PTF Mail Handler.

In Dover, we were awarded a Full-Time Regular position in a pre-Arbitration Settlement earlier this year. This FTR position was long overdue as Dover has previously been staffed with only PTF Mail Handlers.

The Union is also grieving for Mail Handler positions at the New Castle Carrier Annex. They have recently acquired an ADUS machine for parcel sorting. The ADUS is a scaled down version of the APBS and the Union maintains it should be staffed with Mail Handlers. We are fighting to get our foot in the door to work the ADUS which will provide additional Mail Handler jobs in Delaware. The Union continues to track work hours, schedules, and cross craft violations at all of the Delaware facilities in our effort to get the most for all of our Mail Handlers in the First State

*Brian Clark - DE Branch President & State Executive Boards Member*

# ATTENTION MAIL HANDLERS

PLEASE JOIN US FOR  
LOCAL 308'S  
FAMILY PICNIC!

Face Painting! BALLOONS! BOUNCE HOUSE! DJ!

BBQ MENU! Desserts! Beer & Wine! ALL INCLUDED!

Saturday, September 7th

@ The Philadelphia Quartett Club

1075 Southampton Road

Philadelphia, PA 19116

1:00pm - 7:00pm

Food & Beverages will be served

from 2:00pm through 6:00pm

TICKETS REQUIRED FOR ALL ATTENDEES

Members: Free with ID    Guests over 6 years old: \$ 20.00

See your Branch President or Call Barb at Union Headquarters

at 215-788-5308 no later than September 3rd for tickets.



# Surviving Management Together



Sean Craig

The USPS has been through tough times and faced adversity throughout history, whether it comes from attacks by external forces such as politicians and their agendas or if it's because of internal problems such as the daily mismanagement, bad decisions and just overall ineptitude by the appointed persons in charge and their supposedly good business model changes. From the top down, this (dis)organization is suffering because of the people who are entrusted with trying to keep it viable and to make it efficient.

I know in my facility, and I'm sure in others around this great Local, the efficiency and productivity would skyrocket if it weren't for the meddling, mismanaging, incompetent, and micromanaging persons that are deemed "supervisors", "managers", and "future leaders". The Mail Handlers, to my knowledge, know their job and take pride in doing it well without having babysitters, harassers, or bullies chasing them around to "instruct" them on how to do a job that they either have never done themselves or that they decided they'd rather not do. As one plant manager I spoke with described some of his supervisors, "They are just paychecks with radios", meaning they don't know what they're doing, don't want any accountability or responsibility, but want to tell people what to do and get paid. Don't get me wrong, there are some bosses who actually get it and leave the workforce alone and realize that you "get more bees with honey than with vinegar". They know how to treat the employees and allow them to do their job, ask them when they need to alter what they're doing, and then they thank them for their efforts. Unfortunately those types of supervisors are few and far between. There are still the micromanaging, power-hungry, lame-brains that feel a radio empowers them to be dictators and to order employees to do whatever menial task this person has decided is the most im-

portant thing at this moment in their push to reinvent the wheel. It's amusing to note that these same supervisors usually are the ones who used to be complaining about how poorly they were treated or were the ones hiding out to avoid work.

Adding to the dysfunction of the USPS are the people further up the food chain tasked with making decisions with ridiculous tools like the Function 1 Scheduler, Function 1 Review, and Run Plan Generator programs. These "mathemagicians" and bean-counters find new ways to screw up the staffing numbers in facilities and rearrange work hours to screw up productivity and dispatch times. When things go awry, they then step back and blame the workforce and overtime numbers. "Screw up, move up" is alive and well.

It is up to us, the actual productive portion of the Service, to provide the USPS with the example of how to do a job the right way and how to act professionally. First off, don't believe a lot of the hype that you hear from people on the work floor, whether they are management or craft workers. People love to talk smack and spread falsehoods to rile individuals up. If you want straight talk and no nonsense, trust the Union. Most of the people running their yaps are scabs or management who don't actually know the contract or any of the business that goes on in your Union office. The other folks talking are most likely disenfranchised people who had a negative incident and feel that everything is wrong.

If a supervisor talks to you in a loud, aggressive, threatening, or bullying way, do whatever task it is that they are ordering but in the same breath that you say "Ok" also say, "I'd like to see a shop steward." Exercise your most precious right, the right to representation. Do not get combative with the boss, because they will wind up throwing you out or trying to get you in trouble. In most instances, you should be able to see a steward within two hours, otherwise that is another grievance. You should just make

# Surviving Management cont'd

a note of everyone who witnessed the boorish behavior and see a steward so that you can make a record of it. Their crappy attitudes and delivery notwithstanding, we still must follow the orders of these people as long as the instructions are not illegal, immoral, unethical, or unsafe. Be the bigger person and just do what you're told and walk away from the confrontation, then let the Union raise a ruckus for you. The justice may take a little time, but it will come as long as you inform the representatives that are trained to handle these problems and have them do their job. Just remember, you have 14 days from the date of an incident to have a grievance filed on your behalf. Stand up for yourself by having the Union stand up with you and for you.

In this era of computer staffing tools, remember to scan everything and to swipe over to your operation number. This is how we prove the need for jobs and the workload we pull. Like I tell the Mail Handlers here, if your coworker has a barcode on his shirt, scan him every time that

you pass him. When you have a job or are assigned a job, perform that job. Don't mix levels unaccredited and don't voluntarily perform the work of other areas while performing your assignment. Management loves to blur the lines and then consider that a precedent being set. The principle of "a fair day's work for a fair day's pay" does not entail doing the work of three bid jobs for the pay of one. Management loves when we are overly productive and it makes them look good so that they can try and eliminate jobs.

As a Union and a workforce, the Mail Handlers are strong; if we remain united then we can not only maintain our strength, but also increase it. Be the bigger men and women; show the powers that be what professional and productive employees are as compared to their paycheck-collecting, know-nothing, radio-toting, totalitarian miscreants. Do not give up your right to be represented and don't give up any of your contractual rights. I cannot say it enough, ASK TO SEE A STEWARD!

*Sean Craig - Lehigh Valley Branch President*





**ATTENTION**

**MAIL HANDLERS LOCAL 308**

**PLEASE JOIN US FOR OUR ANNUAL**

# **LEHIGH-SCRANTON FAMILY PICNIC**



**SATURDAY, SEPTEMBER 14TH**

**1:00 pm - 7:00pm**

**Food will be served from 2:00pm - 6:00pm**

**Bethlehem Township Community Center Pavilion #1**

**2900 Farmersville Road**

**Bethlehem, PA 18020**

**LOTS OF FUN & GAMES FOR THE WHOLE FAMILY!**

**CURRENT & RETIRED MAIL HANDLERS - FREE!**

**Guests over 6 years old will be \$20pp**

**Beer & Wine Coolers also included for attendees over 21.**

**For tickets or more information either  
see Sean Craig in the Lehigh Valley Union office or  
call Barb at Local Union Headquarters at 215-788-5308.**

# Arbitration Summary

As you may already know arbitration is considered to be “final and binding” on the parties and is the last step in the grievance-arbitration process. It has been said this is where the rubber meets the road and Local 308 is fortunate to have a number of representatives that are more than capable of successfully presenting grievances in arbitration. Here are some recent examples.

- The Union successfully argued a reversion of a vacant duty assignment before Arbitrator Beebe in the Trenton P&DC. Mr. Beebe ordered the re-posting of the duty assignment and an award of out of schedule premium for the eventual successful bidder .
- In a case out of the NDC the Union successfully argued that the reversion of a duty assignment was both arbitrary and capricious. Arbitrator Stanton ordered the job be reposted with remedy to be determined upon the award of the bid.
- In another reversion from the NDC, Arbitrator Bello found the employer violated Articles 5, 12, 15, 17, 31, and 34 of the National Agreement. Ms. Bello ordered the reposting of the job.
- In a disciplinary hearing out of the Philadelphia P&DC involving an emergency placement in an off-duty status as well as a removal, Arbitrator Bello ruled for the grievant finding the employer did not establish just cause in accordance with Article 16. Ms. Bello awarded full back pay for the emergency placement and the removal.
- In another disciplinary hearing out of the Philadelphia P&DC involving a removal Arbitrator Stanton found for the grievant awarding back pay.
- In a removal case out of the LeGree S. Daniels facility in Harrisburg Arbitrator Reehl returned the grievant to duty without back pay.
- Arbitrator Reehl, in a case out of Harrisburg, found a violation when the employer modified the schedule of a light duty employee. Mr. Reehl ordered a cease and desist and out of schedule premium as well as overtime pay to the affected employee.

## National Officers Visit NDC



# Adding Insult to Injury



Joe Zelenenki Throughout the Postal Service all across the country mail handlers sustain injuries almost every day. In a business with this many employees in an industrial setting accidents and injuries are going to occur. It is inevitable. But, now that you have suffered an injury what do you do? First and foremost is that you seek treatment for your injuries. Generally, the simplest and quickest way to facilitate this is by notifying your supervisor or management official that you are injured and in need of medical attention. Employees have the right to elect to see their own doctor but if they have sustained a traumatic injury and cannot be seen within 24 hours from the time of injury they should be treated at the closest medical treatment center to the facility. You've been treated, now what? **Request a union steward!** Not only will a steward assist you in filling out the proper paperwork, they can answer the questions that postal management either cannot or will not answer. I have seen firsthand instances where managers have given bad information, given employees the wrong forms, not processed forms in a timely manner and even, out and out lied about an employee reporting an injury to them. Getting a steward involved in the beginning lets postal management know that there is going to be an advocate for the injured employee ensuring that the employee's rights are protected and that any problems that may arise will be addressed quickly. Suffering an injury is difficult enough without dealing with avoidable unnecessary complications. **Know your rights!** Talk to your union repre-

sentatives and ask questions. Be informed, especially regarding your rights under Federal Employees Compensation Act (FECA).

While the union steward is there to assist you and ensure that your rights are protected employees need to recognize that the union's role is to assist the injured employee not work the claim for them. By this I mean that it is the claimant's responsibility to provide medical updates to the Department of Labor when necessary or matters arise that necessitate speaking with someone from OWCP or the Department of Labor. In the event that a problem or question arises then the injured employee should contact the union for a clarification as to if what they are being told is correct. It is essential that the claimant maintain a personal file with copies of any and all documentation pertaining to their case. There have been countless cases that have been denied or had to be appealed simply because the DOL requested copies of information that the claimant held in their possession but, didn't provide to the claims examiner. Another reason the injured employee needs to work their case is timeliness. The DOL frequently requests additional information when a claim is "under development" by notifying the claimant that they need additional information before the claim can be processed. Act immediately. Members should contact their Union right away and begin to gather the requested information. The more knowledge an injured employee has about their rights under FECA the easier it will be to navigate that rocky road. We encourage mail handlers to ask questions and know their rights, an educated mail handler can be their own best advocate.

## There's More

You've sustained an on the job injury, completed a CA-1 and your claim has been accepted by the Department of Labor. You're now working in rewrap or ripped and torn or some other limited duty job. So why do you stop getting medical treatment for your injury? Over the years I've come across a significant number of mail handlers who were injured on the job and have an accepted claim who stop seeing their doctors. As a result, their claim is often closed due to inactivity. Now management tells them that they have to request light duty and get their restrictions updated anyway because they haven't provided any medical documentation stating that they are still being treated for their job related injury. Now, you're at the mercy of management when requesting light duty and in many instances the request is denied and you are now at

home with no pay coming in I cannot stress enough the importance of continuing to receive ongoing medical treatment for your injury. Your health should be the most important thing to you and by continuing to be seen by your doctor it prevents your claim from being closed due to inactivity and allows you to consistently provide updated medical so you don't have the worry of working one day and then the next being out on the street with a closed claim and no money coming in. Each case should be viewed on an individual basis and as always if there are any questions on how to handle your compensation claim we can assist you at Local Union HQ. The bottom line is if you have an open claim and you still require restrictions for your injury, continue to be treated for it, your health and pay check could depend on it.



# The Good News



Mike Mohan

The good news is that financially Local 308 is doing well. We have seen our overall assets grow each year and we are able to take any case to arbitration and beyond. As of today, the Checking account has \$23,500.09, Savings account \$135,255.55 and three CD's \$81,075.62,

\$100,639.79 and \$102,875.32. At every branch meeting copies of all current bank statements are presented to the members for their review.

So far this year we have paid two Federal Tax payments one on 4-12-19 of \$4,000.00 and the other on 6-12-19 also of \$4,000.00. The last three LIUNA pension payments made were April \$7,288.68, May \$11,498.91 and June \$8,119.53

We have previously discussed the importance of revenue to protecting your rights on the workroom floor and that has not changed, revenue does equal representation. Last year when the Postal Service was hell bent on eliminating jobs not just in Local 308 but in locals across the country proved how important it is. Last year Local 308 spent over \$100,000.00 in arbitrators' costs alone, when reversions and abolishment's were challenged over the entire local. We were financially prepared to do just that, and we are committed to challenge any and all actions taken that we believe harmful to our members.

In 2011 when running for this position I knew that our finances would dictate how successful we would be when protecting your rights. While we knew that cutting costs was paramount to our success, there were certain areas that could not be cut. Training was one of them. So far this year we have had two training sessions, introductory stewards training and advanced stewards training costing \$10,777.64

We have increased spending on training because we know it is paramount to the success of our shop stewards. We trained Branch Presidents and others in arbitration advocacy so that they could defend the members in their own facility since they know the nuances of their facility better than we did and it leads to cases being heard in a timelier manner.

Membership Events are another area where spending increased when expanding from two events to six each year for good reason. It's burdensome for members in Harrisburg or in Scranton

to travel down to Phila. to attend an event and vice-versa. So far this year we have had three bowling events around the local costing a total of \$8,315.00. At every event we raffle off a TV for members only. So far this years winners were Chelsea Laudenslager L.V./Scr., Shonn Turner Harr/Lanc., and Latia Rogriquez Phila./SJ/Wilm. Any member is permitted to attend any of these events, and we encourage you to do that.

Another area where spending was not going to be cut is legislation. Every two years the National Office conducts their Legislative Conference in Washington, D. C. This year we took five members of our Executive Board and met with your Senators and Congressional Members asking for their support for issues that would be beneficial to the USPS and ultimately all of us. The cost of this year's conference was \$8,031.12

Currently there are two resolutions in the House H.Res. 33 sponsored by Stephen Lynch which has 195 cosponsors, and the resolution calls for all members of congress to take all appropriate measure to ensure the USPS remains an independent establishment of the Federal Government. The other resolution is H Res. 60 sponsored by Rep. McKinley this resolution has 184 cosponsors and this resolution calls for the restoration of service standards of July 1, 2012.

Finally, there is bill HR 2382 titled the Fairness Act introduced by Pete Difazio (D). This bill has bipartisan support with 165 Democrats and 30 Republicans and would repeal the requirement that the USPS prefund the future postal service retirement benefits. This legislation is critical in the survival of the USPS. I believe that if every member called their representative and asked them to support this bill it would have tremendous results. While Local 308 is doing well financially the Postal Service is not and that is why legislation is critical in its survival. We need your help so please call your congressman or woman and ask them to support this legislation.

This may be the last time I get to address all of the members since I have decided not to run for reelection. I just want to say thanks to each one of you for allowing me the opportunity to serve as the Treasurer of Local 308 it was a honor and one that I will always remember. It was truly the best job I ever had but its time to give someone else an opportunity and I wish them the best whomever that may be.

In Solidarity,  
Mike Mohan



# NPMHU Local 308



## Financial Statement End of First Quarter 2019

<u>Income</u>		<u>DISBURSEMENTS</u>	
Regular Membership I	352,274.93	Bank Service Chg.	56.00
Membership Per Capit	-107,889.50	Billing Expense	3,538.73
Net Dues to Local	244,385.43	Employee Benefits	31,290.38
		Insurance	5,304.27
Federal Associate Due	82,619.84	Internet	1,973.76
Federal Per Capita Tax	-19,671.53	Meeting Expense	707.57
Net Dues to Local	62,948.31	Member Relations	10,490.40
		Office Expense	1,603.83
Supplemental Dues	2,846.00	Office Supplies	4,658.66
Supplemental Per Cap	-695.24	Postage	1,830.63
Net Dues to Local	2,150.76	Printing	293.62
		Utilities	1,723.04
Postal Associate Dues	13,370.97	Professional Fees	24,275.92
Postal Assoc. Per Capi	-2,560.20	Payroll Taxes	9,752.32
Net Dues to Local	10,810.77	Travel	3,637.73
		Telephones	3,569.12
Revenue Sharing	23,962.11	Payroll	103,020.36
Misc. Income	3,488.93	Payroll Services	1,371.20
		Property Tax	1,669.07
Net to Local	347,746.31		
		<b>Total Disb.</b>	<b>210,766.61</b>
<b>Total Net Dues to Local</b>	<b>347,746.31</b>	<b>Assets</b>	<b>853,546.00</b>
<b>Disbursements</b>	<b>-210,766.61</b>	<b>AP</b>	<b>(7,751.92)</b>
<b>Net Income</b>	<b>136,979.70</b>	<b>Total</b>	<b>845,794.08</b>

To review the Union's  
Dept. of Labor LM-2 Report for 2018  
go to  
[www.dol.gov/olms](http://www.dol.gov/olms)  
Our file number is 091903

NPMHU Local 308  
117 Neshaminy Rd.  
Croydon, PA 19021



Until we see comprehensive legislative reform that addresses the pay to play system of government we now have, putting our money to work in the political arena is critical to advancing our interests and saving jobs. It is easy to join the Mail Handlers Political Action Committee through a payroll deduction and instructions to do that are available on the National and Local websites ([npmhu.org](http://npmhu.org) or [npmhu308.org](http://npmhu308.org)) or you can send a check directly to

*Mail Handlers PAC*  
*PO Box 65171*  
*Washington DC 20035*

