



NPMHU *LOCAL 308*



Branch Meeting Philadelphia Bulk Mail Center

June 25, 2008

AGENDA

- Branch President's Report.
 1. Contract administration report.
 2. National level issues.
 3. Open floor to questions.

- Local President's report.
 1. Open floor to questions.

- Local treasurer's report
 1. Open floor to questions.

Contract Administration Report

Philadelphia Bulk Mail Center

Branch Meeting June 25, 2008

Through the end of May we have had 16 disciplinary actions initiated against mail handlers, compared with 39 for the same period last year. This is approximately a 58% reduction. The types of disciplinary actions initiated by management have returned to primarily attendance related with a spattering of conduct based. (Failure to follow instructions, unauthorized break, conduct issues etc.) (See attached) We have appealed 156 cases to step two of the grievance procedure through the end of May and moved 55 cases to step three. For the same time frame in 2007 we had appealed 145 cases to step 2 and 25 cases to step three.

Significant outstanding issues include two casuals in lieu of cases. The first of which has been denied at the step three level and awaits scheduling for arbitration. The second awaits a decision at step two. Obviously the grievance recently filed at step concerning management's realignment of mail processing operations, specifically the decision to key sacks on tour 3.

As reported in a posting dated June 15, 2008 management identified 48 duty assignments they intend to abolish. The 48 included 21 level 4 duty assignments on the roller tables as well as 3 level 5 assignments. In addition to the roller table positions 16 sack sorter machine operator positions from the inbounds are to be abolished as well as 6 level 5 equipment operators from the outbound and 2 level 4 positions from the outbound.

To be clear it is the Union's position that this action is in violation of the Contract which requires in Section 12.6B1 that "Dislocation and inconvenience to full-time and part-time flexible employees shall be kept to a minimum consistent with the needs of the service." The Union has already initiated a grievance at the step one level stating in part,

"The Union asserts that if a consolidation is required the employer would meet both requirements of keeping to a minimum the "dislocation and inconvenience" of career employees as well as the needs of the service by consolidating sack sorting on Tour 2."

The Union requested as a remedy for this violation,

“Management cease and desist the violation as described. Management consolidate sack processing to tour 2 thereby minimizing the impact. Any and all adversely affected mail handlers be made whole to include but not be limited to out of schedule premium for the duration of the violation as well as lost overtime and premiums occurring as a result of the abolishment and reassignment of craft employees.”

Understandably some tour 3 employees expressed concerns that should the Union be successful it would then be tour 3 mail handlers who would suffer the dislocation and inconvenience. It is our belief that the impact would be much less severe and may not include reassignment to another tour.

While we have experienced similar abolishments in the past, such as in the case of the tour 3 NMO operations and the rollertable, spbs, and sack sorter operations on tour 1, those cases differ in that it was not proposed to reassign employees from the tour making Article 12.6C4 inapplicable. In this instance the mechanics of abolishment and reassignment from the section are controlled by Article 12.6C4. The relevant sections of the Contract Interpretation Manual are included in your meeting package as well as the applicable item from our Local Memorandum of Understanding. Beginning on page 39 of Article 12 section C4d identifies the process. As indicated this language was first added to the National Agreement in 1993 to protect the schedule of the senior employee whose job may be abolished.

As previously posted it is clear the Postal Service and the BMC as we see it today will not be quite the same in five years time. In the most recent Postal Accountability and Enhancement Act Network Plan the Postal Service writes, **“The third element of the plan is the transformation of the postal Bulk Mail Center (BMC) network. Price incentives for presortation and the increase in destination entry of Standard Mail and Package Services over the past several decades have resulted in underutilization of existing BMC network capacity. The Postal Service is exploring the potential costs and benefits of outsourcing the processing and transportation of mail currently flowing through its BMC network, in order to focus on the downstream sortation and delivery of such mail. Should it occur, such outsourcing would permit the Postal Service to reconfigure the BMCs to take on new responsibilities as part of its future network, including the deployment of Phase II of its Flats Sequencing System equipment.”**