



NATIONAL POSTAL MAIL HANDLERS UNION

LOCAL 300 AFL-CIO

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POST ON ALL UNION BULLETIN BOARDS

TO: **ALL MEMBERS OF NPMHU LOCAL 300**

RE: **JOB BIDS, ABOLISHMENTS, EXCESSING OUT OF INSTALLATION, ETC...**

We are facing an attack on our jobs. Local 300 was recently notified by USPS NE Area management of their intention to **excess over 200 Full-Time Mail Handlers from their installation(s)**. Management has made the claim that such actions are necessary because of a drop in mail volume. Local 300 has requested an immediate meeting to discuss their plans and seek a resolution but in the meantime, we will be taking action through the Grievance-Arbitration Procedure.

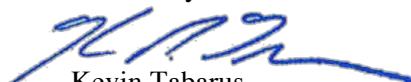
Across Local 300, almost every vacant duty assignment (job bid), in almost every installation, has been **reverted and not posted for bid installation wide**. Some of our members have received notices that their job will be or has been **abolished**. I have directed each Branch President to file grievances for each reversion and abolishment.

These adverse actions are due to management's misguided *love affair* with a computer program called the "Function 1 Scheduler." What we have seen is on average only 3% of job bids will be unaffected, about 5% will have their start time changed and about 92% will have their job abolished. Postal Service managers claim that we are not staffed properly, we have too many bids, and our work hours don't match to mail volume. This Function 1 Scheduler is a flawed program which does not fully account for all Mail Handler work. The Postal Service proposes to keep casuals and MHAs *by* reducing their work hours. In addition, many "Function 4 reviews" are being conducted in the smaller customer service stations. Duty assignments have been abolished or work hours changed. What can be expected is that many Transfers will be curtailed, **residual job bids will be withheld** for possible excessed employees. This will also cease MHA conversions to Full-Time Regular career positions. Only three (3) vacancies were posted for transfer opportunities in the entire Northeast Area for the month of July.

Local 300's Executive Board, Branch Presidents and Stewards will use all resources possible to fight these adverse attacks against our membership. The contract shall be enforced to its fullest extent, ensuring that any **dislocation and inconvenience to employees in the regular work force shall be kept to a minimum**. We will be working closely with the National Postal Mail Handlers Union on the National & Regional levels. We are constantly meeting with postal managers on the Local, NE area, and National (DC) levels. Local 300 has a comprehensive training program scheduled for next week for all Branch Presidents to fight these Article 12 issues.

YOU THE MEMBER CAN HELP. Work safe!!! Do the work of one Mail Handler, not two or three. Do not take shortcuts. Be sure to use the Scanners – SCAN, SCAN, SCAN – this helps with getting credit for workhours.

Fraternally,


Kevin Tabarus
President